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↑ DIVISION OF CIVIL SERVICE

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ANNUAL REPORT

OF THE DIRECTOR OF CIVIL SERVICE

TO

THE CIVIL SERVICE COMMISSION

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THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF CIVIL SERVICE AND REGISTRATION
DIVISION OF CIVIL SERVICE

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Term expires March 1, 1957
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Term expires March 1, 1954
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Term expires March 1, 1956
LUCY WISNIOWSKI, Chicopee
Term expires March 1, 1955

DIRECTOR OF CIVIL SERVICE

THOMAS J. GREEHAN, Belmont

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HOLYOKE -- MARY T. GRIFFIN, City Hall
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NORTHAMPTON -- JOHN I. MAHONEY, Old High School Building,
219 Main Street
PITTSFIELD -- PHILIP C. AHERN, City Hall, Dept. of
Administrative Services
SPRINGFIELD -- VIVIAN KIRBY, Personnel Dept.
TAUNTON -- N. MAY CHILD, City Hall
WORCESTER -- MABEL N. SULLIVAN, Room 4, City Hall

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December 1, 1952

To the Members of the Civil Service Commission:

This report covers the period from December 1, 1951 to December 1, 1952.

Probably the most important accomplishment of the Division during the past year has been the completion of the Classification Plan, and of the original allocations thereunder of the positions in the City of Boston. Almost two years ago the Jacobs Company of Chicago was hired by the City of Boston to make a survey of all the positions in the city except those in a few specified departments and institutions and to make recommendations to the City of Boston as to the steps to be taken to produce a Compensation Plan and to the Director of Civil Service as to the steps to produce a Classification Plan. Approximately twelve thousand positions were involved in the Jacobs Survey. That survey was completed approximately one year ago. During the course of the year, changes both minor and major in character were made by the Director as a result of a review of that survey. No consideration was given by the Jacobs Company as to whether or not the incumbents of the positions possessed status to qualify under the civil service law, since that was not within the scope of the work for which they were hired. It became necessary, therefore, for the Director of Civil Service in many instances to reconcile the changes to be made with the status of the incumbent, a matter involving many legal implications requiring sound professional decisions. Moreover, the background of many positions, as well as the customs of certain professions and trades, require the fullest consideration that there be no unnecessary or unintentional disturbance of morale. A company which is brought from without the State is seldom aware of these factors and while their guidance is of assistance, it must be modified in the light of local conditions if a Classification Plan which can survive is to be produced. Moreover, the treatment of employees cannot be so compartmentalized that the classification function can be totally and completely separated from the other parts of the whole personnel program. The office of the Director of Civil Service has given the fullest consideration to these points, as well as to the needs of the City of Boston as a large municipal corporation, to the responsibilities of its department heads in administering the affairs of their departments, to the rights of the public who must bear the expense for the personnel costs involved. At the close of the year, approximately 500 persons appealed the decision of the Director in their respective allocation, a very small percentage of the number of cases involved.

The second most important accomplishment is the reduction in the number of provisional appointments and temporary transfers which was accomplished by the establishment of more available eligible lists. A very heavy examination program for the past three years has brought about a marked reduction in such employment. This has a marked effect on the whole personnel program throughout the public service, and results in economy of operation due to the employment of persons qualified by examination in place of those on a provisional basis whose qualifications have not been tested, and reduces the paper work involved in keeping all transactions current.

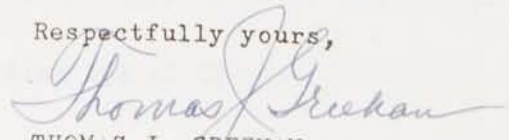
That the indexes of acceptability of the present civil service system in this state, as set forth in the report of a year ago, continues is indicated by the frequent extension of civil service by adoption by local cities and towns by popular vote, by continuance of so high a proportion of examinations on which no appeals are taken, by continuance of such a high proportion of the candidates who make no appeal from the hundreds of decisions made by the director and by the absence of appeals by department heads.

Although we have been granted additions to our staff in the appropriation act for the fiscal year 1953, we still operate with the same number of staff per "covered job" as we did in 1944. The expansion in our staff has only matched the expansion in the number of jobs supervised. Our costs compared with other jurisdictions show that we are still operating at approximately one third of the cost per position of other large jurisdictions operating bona fide merit systems. We would still like to plead for funds for research, for in-service training and for additional employees to keep our program up to date. We have conferred with others on in-service training activities, have assisted some departments to promote such activities, and have cooperated with the Massachusetts Chiefs of Police and the State Department of Public Safety in the training activities for local police forces by the State Police Staff which uses the manuals prepared by the Division of Civil Service in the training of such officers. A high compliment to the value of the manuals prepared by the Division of Civil Service for use of the police and fire forces of the local cities and towns in the Commonwealth has been their use by Civil Defense authorities in the training of auxiliary police and auxiliary fire services. During the past few years, approximately 20,000 of our manuals have been used by local Civil Defense authorities for the training of these groups. In addition to revised editions of the police and fire manuals, we issued a completely revised manual for meter readers and water inspectors for the several cities and towns.

We have continued our study on improvements in examinations and examination processes and in the use of specially prepared experience sheets for the various services, which have resulted in a considerable saving in examination costs in the marking of these papers. We have continued conferences with representatives of the various employee associations, unions and groups, including professional, skilled trades and other groups for the purpose of keeping high the standards of the public services of the State and its cities and towns. We have made frequent contacts with the schools and colleges of the Commonwealth, both in the matter of Career Days and in providing guest instructors in the courses in which our aid was sought. The statistics in the attached report are voluminous but they must necessarily be so when they report so many activities for so many separate governmental units.

I wish to extend my thanks to the Executive and Legislative Branches for their cooperation in the administration of the Civil Service Law, to the staff and consultants of the Division for their loyal and painstaking work in furthering the merit system principles, to the civic and other organizations who are interested in the furtherance of a sound civil service system, to the employee organizations for the promotion of sound policies and legislation and to the Press for the extensive coverage of our activities.

Respectfully yours,


THOMAS J. GREEHAN
DIRECTOR OF CIVIL SERVICE

LEGISLATION

Legislation Affecting Chapter 31 of the General Laws

CHAPTER 138.

AN ACT RELATIVE TO THE RIGHT OF CIVIL SERVICE EMPLOYEES TO PETITION THEIR CITY OR TOWN GOVERNMENT AND TO APPEAR BEFORE COMMITTEES THEREOF.

This legislation provides that persons employed under civil service by any city or town of the commonwealth, either individually or collectively, have the right to petition the city or town government or any member thereof, to furnish information to the mayor, city or town manager, city council, board of aldermen or selectmen, or to appear before any committee thereof and shall not be denied or interfered with. This section shall not, however, authorize an employee not on leave to absent himself during regular working hours from his office or employment without permission.

CHAPTER 167.

AN ACT LIMITING THE ELIGIBILITY OF MEMBERS OF RESERVE AND INTERMITTENT POLICE FORCES FOR APPOINTMENT TO REGULAR POLICE FORCES.

This act amends General Laws, chapter 31, sections 20A and 20C so that, if a reserve police officer or intermittent police officer, after having been duly certified three times to the regular force after June 1, 1952, refuses appointment to the regular force, he will not be eligible for further certification. Further, if such officer refuses to accept appointment to the regular force on the occasion of three separate certifications after June 1, 1952, he shall thereafter cease to be a member of the reserve or intermittent police force. In such case, the appointing authority shall forward to the Director of Civil Service notification of the termination of the service of such reserve officer or intermittent police officer, setting forth the occasion of each refusal and the date on which such officer's service ceases.

CHAPTER 214.

AN ACT PROVIDING THAT APPLICANTS FOR CIVIL SERVICE EXAMINATIONS SHALL NOT BE REQUIRED TO FURNISH CERTAIN INFORMATION.

Under this legislation, applicants for civil service positions will not be required to furnish any information of arrest or conviction of the following misdemeanors:- drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace; provided, that the date of arrest or conviction was ten years prior to the filing of application.

CHAPTER 313.

AN ACT RELATIVE TO CERTAIN PROMOTIONS FROM THE LABOR SERVICE TO THE OFFICIAL SERVICE OF A DEPARTMENT, BOARD OR COMMISSION UNDER THE CIVIL SERVICE LAWS.

This legislation is an amendment to Section 15B of Chapter 31 of the General Laws.

It provides that in the case of promotion to the lowest grade in the official service of the department, board or commission, from the labor service of the same department, board or commission that examination shall be open to all permanent employees in the labor service of the department, board or commission, who have been employed in the labor service after civil service certification for at least one year. The law heretofore did not make it clear that to be eligible for such an examination an employee had to be employed after civil service certification.

CHAPTER 317.

AN ACT RELATIVE TO CERTAIN PROMOTIONS IN THE OFFICIAL SERVICE UNDER THE CIVIL SERVICE LAWS.

This act is an amendment to General Laws, Chapter 31, Section 15, paragraphs A and B. This clarifies the present law to make it clear that to be eligible to take either a qualifying examination for promotions or a competitive promotional examination that the employee must be employed in the lower grade or grades, as the case may be, after civil service certification.

CHAPTER 447.

AN ACT FURTHER REGULATING THE COMPUTATION OF SENIORITY DATES OF EMPLOYEES CLASSIFIED UNDER CIVIL SERVICE.

This legislation changes the method of computing seniority so far as civil service law is concerned. To the present time, if a person left his position voluntarily and was later reinstated, upon serving twice the length of time of his absence, his seniority was computed from the date of his original appointment.

This legislation provides that for the purpose of computing seniority, the number of years of absence shall be added to the original date after serving twice the time of the absence.

This legislation does not affect the computation of seniority of employees restored to the payroll prior to the effective date of this act.

Legislation Placing Certain Offices
and Positions Under Civil Service

CHAPTER 12.

AN ACT PLACING THE OFFICE OF THE CHIEF OF THE FIRE DEPARTMENT OF THE TOWN OF LUDLOW UNDER THE CIVIL SERVICE LAWS.

Section 1 of this act places the office of the chief of the fire department in the town of Ludlow, upon the effective date of the act, under civil service laws and rules, and provides that the tenure of office of any incumbent thereof shall be unlimited, subject, however to said laws, and that the person holding said office on said effective date shall continue to serve therein provided that he shall pass a qualifying examination to which he shall be subjected by the Division of Civil Service.

Section 2 of the act provides that the act shall be submitted to the voters of the town of Ludlow at the next annual town meeting and if a majority of the votes is in the affirmative, then this act shall thereupon take full effect, but not otherwise.

CHAPTER 19.

AN ACT TO AUTHORIZE THE PLACING OF THE OFFICE OF CHIEF OF POLICE OF THE TOWN OF MARSHFIELD UNDER THE CIVIL SERVICE LAWS.

Section 1 of this act places the office of chief of police of the town of Marshfield, upon the effective date of the act, under the civil service laws and rules, and provides that the tenure of office of any incumbent thereof shall be unlimited, subject, however, to said laws. The incumbent of said office on the effective date shall be subjected to a qualifying examination for said office by the Division of Civil Service. If said incumbent passes said examination he shall be permanently appointed thereto without serving any probationary period, and his tenure of office shall be unlimited, subject, however, to the provisions of said laws.

Section 2 of the act provides that the act shall be submitted to the voters of the town of Marshfield at the annual town meeting in the current year and if a majority of the votes is in the affirmative, this act shall take full effect, but not otherwise.

CHAPTER 21.

AN ACT AUTHORIZING THE PLACING OF THE OFFICE OF CHIEF OF POLICE OF THE TOWN OF NORTH READING UNDER THE CIVIL SERVICE LAWS.

Section 1 of this act places the office of chief of police of the town of North Reading, upon the effective date of the act, under the civil service laws and rules and provides that the tenure of office of any incumbent thereof shall be unlimited, subject, however, to said laws and rules. The incumbent of said office on January first, nineteen hundred and fifty-two, shall be subjected to a qualifying examination for said office by the Division of Civil Service. If he passes said examination, he shall be certified for said office and shall be deemed to be permanently appointed thereto without serving any probationary period, and his tenure of office shall be unlimited, subject, however, to the provisions of civil service laws and rules.

Section 2 provides that the act shall be submitted to the voters of the town of North Reading at the annual town meeting or a special town meeting in the current year and if a majority of the votes is in the affirmative, this act shall take full effect, but not otherwise.

CHAPTER 29.

AN ACT TO AUTHORIZE THE PLACING OF THE OFFICE OF JANITOR IN THE SEVERAL PUBLIC SCHOOL BUILDINGS AND IN THE COMBINED TOWN HALL AND HIGH SCHOOL BUILDING IN THE TOWN OF SOUTH HADLEY UNDER THE CIVIL SERVICE LAWS.

This legislation provides that the office of janitor in the several public school buildings and in the combined town hall and high school building in the town of South Hadley shall, upon the effective date of this act, become subject to the civil service laws and rules, and the term of office of any incumbent therefor shall be unlimited

except that he may be removed in accordance with civil service laws and rules, but any person holding said office on said effective date may continue therein provided that he passes a qualifying examination to be given by the Division of Civil Service.

This legislation also provides that this act shall be submitted for acceptance to the voters of the town of South Hadley at the next annual town meeting and if a majority of the votes is in the affirmative, this act shall thereupon take full effect, but not otherwise.

CHAPTER 48.

AN ACT TO AUTHORIZE THE PLACING OF THE OFFICE OF CHIEF OF POLICE OF THE TOWN OF DEERFIELD UNDER THE CIVIL SERVICE LAWS.

This legislation places the office of chief of police of the town of Deerfield under the civil service laws and rules relating to police officers in towns, and provides that the tenure of office of any incumbent shall be unlimited, subject, however to his being subjected to a qualifying examination by the Division of Civil Service, and if he passes said examination he shall be certified for said office and shall be deemed to be permanently appointed thereto without being required to serve any probationary period.

It also provides that this act shall be submitted to the voters of the town of Deerfield at their next annual town meeting and if a majority of the votes is in the affirmative, then this act shall thereupon take full effect, but not otherwise.

CHAPTER 71.

AN ACT AUTHORIZING THE PLACING OF A CERTAIN POSITION IN LABOR SERVICE IN THE CITY OF WORCESTER UNDER THE CIVIL SERVICE LAWS.

This legislation provides that the position in the labor service of the city of Worcester school department held by William H. Pressey, upon the effective date of this act, shall become subject to the civil service laws and rules, and the tenure of office of William H. Pressey shall be unlimited, subject, however, to civil service laws and rules; provided that he passes a qualifying examination to which he shall be subjected by the Division of Civil Service.

This legislation also provides that this act shall take full effect upon its acceptance, during the current year, by vote of the school committee of said city, subject to the provisions of its charter, but not otherwise.

CHAPTER 106.

AN ACT PLACING THE OFFICE OF ASSISTANT DIRECTOR OF VETERANS' BENEFITS OF THE CITY OF LYNN UNDER THE CIVIL SERVICE LAWS.

This legislation provides that the office of assistant director of veterans' benefits of the city of Lynn shall, upon the effective date of this act, become subject to the civil service laws and rules, and the tenure of office of any incumbent thereof shall be unlimited, subject however to said laws. The incumbent of the office on the effective date shall be subjected to a qualifying examination by the Division of Civil Service, and if he passes said examination, he shall be certified for said office and shall be deemed to be

permanently appointed thereto without being required to serve any probationary period.

This legislation also provides that the act shall take full effect upon its acceptance by vote of the city council of the City of Lynn, subject to the provisions of its charter, but not otherwise.

CHAPTER 122.

AN ACT PLACING THE OFFICE OF THE MEDICAL EXAMINER OF THE POLICE DEPARTMENT OF THE CITY OF BOSTON UNDER THE CIVIL SERVICE LAWS.

This legislation provides that the office of the medical examiner of the police department of the city of Boston, shall upon the effective date of this act, become subject to the civil service laws and rules, and the tenure of office of any incumbent of said office shall be unlimited, subject, however, to said laws and rules. The incumbent of said office on said effective date shall be subjected by the Division of Civil Service to a qualifying examination, and upon passing said examination he shall be certified for said office and shall be deemed to be permanently appointed thereto without serving any probationary period.

This legislation provides that this act shall take full effect upon its acceptance by the city council of the city of Boston, subject to the provisions of its charter, but not otherwise.

CHAPTER 206.

AN ACT PLACING THE INCUMBENT OF THE POSITION OF ASSISTANT EPIDEMIOLOGIST IN THE HEALTH DEPARTMENT OF THE CITY OF LYNN UNDER CIVIL SERVICE LAWS AND RULES.

This legislation provides that the incumbent of the position of assistant epidemiologist in the health department of the city of Lynn, shall be classified under the civil service laws and rules provided he passes a qualifying examination to be given by the Division of Civil Service.

It further provides that this act shall take full effect upon its acceptance by the mayor and city council of the city of Lynn in the current year.

CHAPTER 217.

AN ACT PLACING THE OFFICE OF VETERANS' AGENT AND DIRECTOR OF VETERANS' SERVICES IN THE TOWN OF CLINTON UNDER THE CIVIL SERVICE LAWS.

This act provides that the office of veterans' agent and director of veterans' services in the town of Clinton shall, upon the effective date of this act, become subject to the civil service laws and rules, and the tenure of office of any incumbent thereof shall be unlimited, subject, however to said laws. The incumbent of the office on the effective date shall be subjected by the Division of Civil Service to a qualifying examination, and if he passes the examination, he shall be certified for the office and shall be deemed to be permanently appointed to the office without being required to serve any probationary period.

This act also provides that it shall take effect upon its passage.

CHAPTER 343.

AN ACT PLACING THE POSITION OF CONSERVATION SKILLED WORKER AND CONSERVATION SKILLED HELPER IN THE SERVICE OF THE DEPARTMENT OF CONSERVATION UNDER THE CIVIL SERVICE LAWS AND RULES.

This legislation places under civil service the positions of conservation skilled worker and conservation skilled helper in the department of conservation, and provides that the incumbents on the effective date of the act who were employed in such positions on January 1, 1949 shall continue to serve in such positions, and the tenure of their office shall be unlimited, subject to civil service law and rules. If they were not employed on January 1, 1949, the legislation provides that they may serve at the pleasure of the appointing authority.

CHAPTER 350.

AN ACT PLACING THE OFFICE OF EXECUTIVE SECRETARY OF THE REHABILITATION COMMISSION IN THE DEPARTMENT OF INDUSTRIAL ACCIDENTS UNDER THE CIVIL SERVICE LAWS.

This legislation places under civil service the office of executive secretary of the rehabilitation commission in the Department of Industrial Accidents and gives the incumbent of said office unlimited tenure of office, subject to passing a qualifying examination to be given by the Division of Civil Service.

CHAPTER 410

AN ACT PLACING CERTAIN POSITIONS IN THE OFFICE OF COMMISSIONER OF VETERANS' SERVICES UNDER THE CIVIL SERVICE LAWS.

This legislation provides that disabled veterans holding the positions of field agents or assigned to the duties of field agents in the office of commissioner of veterans' services upon the effective date of this act, and who have been employed in said office continuously since the first day of March, nineteen hundred and forty-nine, shall have unlimited tenure of office providing they pass a qualifying examination to be given by the Division of Civil Service.

CHAPTER 508.

AN ACT PLACING THE OFFICE OF ASSISTANT DIRECTOR OF VETERANS' SERVICES OF THE CITY OF LYNN UNDER THE CIVIL SERVICE LAWS.

This legislation provides that the office of assistant director of veterans' services of the city of Lynn shall, upon the effective date of this act, become subject to the civil service laws and rules, and the tenure of office of any incumbent thereof shall be unlimited, subject, however, to said laws. It also provides that the incumbent of said office on said effective date shall be subjected to a qualifying examination by the Division of Civil Service, and if he passes, he shall be certified for said office and shall be deemed to be permanently appointed thereto without being required to serve any probationary period.

Section 2 of this act provides that this act shall take effect upon its passage.

CHAPTER 544.

AN ACT PLACING THE POSITIONS OF FOREST FIRE PATROLMEN IN THE DIVISION OF FORESTRY UNDER THE CIVIL SERVICE LAWS.

This legislation places the positions of forest fire patrolmen in the service of the division of forestry of the department of conservation under the civil service laws and rules, and the persons employed in such positions and who were employed therein on January first, nineteen hundred and forty-nine shall continue to serve in such positions and their tenure of office shall be unlimited, subject to said civil service laws and rules; provided, however, that said incumbents of such positions may continue to serve therein after passing a qualifying examination to which they shall be subjected by the Division of Civil Service, and, upon passing such examination, they shall be deemed to be permanently appointed thereto without being required to serve any probationary period.

This legislation also provides that the present incumbents of such positions who were not so employed on January first, nineteen hundred and forty-nine, may continue to serve at the pleasure of the appointing authority, and any such present incumbent who shall complete three years' service in such position shall be subject to the provisions of section one.

Legislation Exempting Certain
Positions from Civil Service

CHAPTER 495.

AN ACT EXEMPTING THE MANAGER OF THE MUNICIPAL LIGHT COMMISSION FOR THE CITY OF PEABODY FROM THE CIVIL SERVICE LAWS AND RULES.

This legislation takes out of civil service classification the position of manager of the municipal light commission for the city of Peabody.

CHAPTER 510.

AN ACT PROVIDING THAT THE CIVIL SERVICE LAWS SHALL NOT APPLY TO THE MEMBERS AND POSITIONS OF THE POLICE DEPARTMENT AND THE CHIEF AND OFFICE OF POLICE CHIEF OF THE TOWN OF HARDWICK.

This legislation takes out of civil service classification the members and chief of the police department of the Hardwick police department.

This legislation is subject to acceptance of the voters of the town of Hardwick at the annual town meeting in the year nineteen hundred and fifty-three.

Special Legislation

CHAPTER 45.

AN ACT RECLASSIFYING MEMBERS OF THE FIRE DEPARTMENTS IN CITIES AND TOWNS BY CHANGING THE TITLE OF THE POSITION FROM FIREMAN TO FIRE FIGHTER.

This legislation provides that all members of the fire departments in cities and towns in which the fire service is classified, shall be reclassified under the title of fire fighter. It further provides that all subsequent appointments to such positions in cities and towns in which the fire service is classified under the civil service laws and rules shall be made under the title of fire fighter.

CHAPTER 62.

RESOLVE PROVIDING FOR AN INVESTIGATION AND STUDY BY THE DIVISION OF CIVIL SERVICE OF THE AVAILABILITY OF EMPLOYMENT FOR AMPUTEE AND WHEEL-CHAIR VETERANS.

This Resolve directs that the Division of Civil Service investigate and study the availability of employment for amputee and wheel-chair veterans, the advisability of eliminating all strength tests for such veterans, and the making of employment opportunities for these veterans. The Division of Civil Service must make a report to the General Court together with draft of legislation necessary to carry any recommendations made into effect on or before the first Wednesday of December in the current year.

CHAPTER 169.

AN ACT PROVIDING FOR TENURE OF OFFICE FOR THE INCUMBENT OF THE OFFICE OF CHIEF OF POLICE OF THE TOWN OF AMESBURY.

This act provides that notwithstanding any law to the contrary, the tenure of office of Daniel Flynn, the present incumbent of the office of chief of police of the town of Amesbury, shall be unlimited provided he passes a qualifying examination to which he shall be subjected by the Division of Civil Service.

It further provides that this act shall be submitted to the voters of the town of Amesbury at the annual town meeting in the year nineteen hundred and fifty-three, and if a majority of the votes cast in answer to the question on the ballot is in the affirmative, the act shall take full effect but not otherwise.

Provision is also made in this act for the continued employment of Daniel Flynn as chief of police until the act is voted on by the town of Amesbury.

CHAPTER 178.

AN ACT RESTORING THE CIVIL SERVICE ELIGIBILITY OF FRANK H. HARRINGTON AS FOOD INSPECTOR IN THE DIVISION OF LAW ENFORCEMENT OF THE DEPARTMENT OF CONSERVATION.

This act provides for the restoration of the name of Frank H. Harrington to the eligible list for food inspector in the division of law enforce-

ment of the Department of Conservation. Mr Harrington was number one on the list when it expired on October 10, 1951.

This act further provides that on the request of the Commissioner of the Department of Conservation, made within six months from the effective date of the act, Frank H. Harrington shall be certified for the position of food inspector as though the list were still in existence.

CHAPTER 240.

AN ACT AUTHORIZING THE RESTORATION OF A CERTAIN PERSON TO THE ELIGIBLE LIST FOR POLICE OFFICERS IN THE CITY OF HOLYOKE.

This act provides that the Director of Civil Service at the request of the mayor of the city of Holyoke, shall restore the name of James J. Stack to the existing list for police entrance service in the police department of the city of Holyoke without examination and in accordance with the civil service laws and rules, for the remainder of the period of eligibility of the existing eligible list.

This act will not take effect unless accepted during the current year by vote of the city council of the city of Holyoke.

CHAPTER 367.

AN ACT RELATIVE TO THE TERM OF OFFICE OF SUPERVISING INVESTIGATOR OF FRAUDULENT SECURITIES AND INVESTIGATOR OF FRAUDULENT SECURITIES IN THE DEPARTMENT OF PUBLIC UTILITIES.

This legislation provides that the incumbents of the positions of supervising investigator of fraudulent securities and investigator of fraudulent securities in the department of public utilities shall have unlimited tenure of office providing they pass a qualifying examination to be given by the Director of Civil Service.

CHAPTER 473.

AN ACT FURTHER REGULATING THE SALARIES OF THE MEMBERS OF THE CIVIL SERVICE COMMISSION.

This legislation provides that the chairman of the Civil Service Commission shall receive thirty dollars a day, and each other commissioner shall receive twenty-five dollars a day, while attending meetings of the commission or while performing any duties of this office required of him by the chairman or by this chapter or chapter 31, but in any state fiscal year, not more than fifty-four hundred dollars shall be paid to the chairman and not more than forty-five hundred dollars shall be paid to any other commissioner.

This legislation does not provide any increase in the compensation on a daily basis but does provide that the chairman may receive fifty-four hundred dollars annually and that each other commissioner may receive forty-five hundred dollars annually rather than forty-five hundred dollars for the chairman and thirty-seven hundred and fifty dollars for the other commissioners as at present.

CHAPTER 552.

AN ACT PROVIDING UNLIMITED TENURE OF EMPLOYMENT FOR THE INCUMBENT OF THE POSITION OF PAYING TELLER IN THE DEPARTMENT OF THE STATE TREASURER.

This legislation provides that the person employed as paying teller in the department of the state treasurer on the effective date of this act shall become subject to the civil service laws and rules and his tenure of office shall be unlimited, subject, however, to said laws, but he shall be subjected by the Division of Civil Service to a qualifying examination, and upon passing said examination shall be certified for said position and shall be deemed to be permanently appointed thereto without being required to serve any probationary period.

This legislation carries an emergency preamble making it an emergency law necessary for the immediate preservation of the public convenience.

SUPREME COURT DECISIONS

CITY MANAGER OF MEDFORD vs. CIVIL SERVICE COMMISSION
& others.

SUFFOLK. October 10, 1952 - October 29, 1952

Municipal Corporations, Officers and agents. Civil Service. Taxation, Assessors. Declaratory Judgment. Equity Jurisdiction, Declaratory relief. Equity Pleading and Practice, Parties, Declaratory proceeding, Attorney General. Public Officer.

Suit heard by Hanify, J., in the Superior Court.

WILKINS, J. The declaratory judgment statute is invoked seeking, in part, that "an interpretation be made as to the status of the membership of the offices of assessors" of Medford. G.L.(Ter.Ed.) c. 231A, inserted by St. 1945, c. 582, s. 1. The defendants are the civil service commission, the director of civil service, the commissioner of corporations and taxation, Samuel D. Potts, Alfred Calabrese, and James Connors "as they constitute the board of assessors of the city of Medford," and Michael Catino and Curtis S. Leonard, who, with Connors, have been temporarily designated to act as assessors by the defendant commissioner. The defendants other than Connors, Calabrese, and Potts demurred to the bill, and interlocutory decrees were entered overruling the demurrers. The defendants Catino and Leonard appealed. The facts have been agreed, and the case has been reserved and reported without decision. G.L. (Ter.Ed.) c.214, s.31.

The assessors in Medford are three in number and appointed for three year terms. G.L. (Ter.Ed.) c.41, s.24, as appearing in St. 1951, c. 364. Under its present Plan E charter the appointing authority is the city manager. G.L. (Ter.Ed.) c.43, s.104, inserted by St.1938, c.378, s.15. Prior to March 19, 1952, Connors, Calabrese, and Potts had been appointed and on that date were serving as the assessors. The present controversy, although of recent origin, stems from the regular city election held on November 6, 1945, when the voters, pursuant to G.L. (Ter.Ed.) c. 31, s. 49A, as appearing in St. 1941, c. 414,¹ answered in the affirmative both parts of the following question:

"Question 1. (Part 1). Shall the City of Medford vote that the office of Assessor of Taxes be placed within the class -
ified civil service?

YES
NO

(Part 2). If it is voted to place the office of Assessor of Taxes within the classified civil service shall the City of Medford vote to provide for the continuance in said office of Assessor James Connors, the present incumbent thereof, after passing a qualifying examination?"

YES
NO

The referendum appeared upon the ballot as a result of the certification of the registrars of voters that a petition, approved in writing by Connors, had been filed with them in proper form. Connors had served five consecutive years as assessor. When the petition was filed in 1945, Catino and Leonard also were assessors, but had not served five consecutive years, and did not approve the petition in writing. No other similar petition was filed.

¹See St. 1946, c. 45; St. 1945, c. 701, s. 8.

On April 30, 1946, the director of civil service certified that Connors had passed a qualifying examination and certified his name. Connors thereafter continued to hold office without reappointment. The proper appointing authorities in the city from time to time made appointments to the other two positions of assessors without any application to the department of civil service and without any request by the department or by the commissioner of corporations and taxation that such application should be made. No objection was raised by anyone for nearly six years. Then, on March 19, 1952, the plaintiff city manager received two communications bearing the preceding date. One was from the director of civil service asserting in substance that in the opinion of the civil service commission Potts and Calabrese were illegally occupying the positions of assessor because they had not been appointed in accordance with the civil service laws and rules. Reference was made to "an informal opinion from the office of the Attorney General, that the vote of the citizens of Medford taken in 1945 in placing the office of assessor within the classified civil service placed all three positions under civil service." The letter concluded with a direction that the "employment" of Potts and Calabrese be terminated within fourteen days, and their positions filled after filing a requisition upon the defendant director. The other letter was from the defendant commissioner and read: "You are hereby advised that because there is no legally constituted board of assessors in Medford, I have this day as commissioner of corporations and taxation named Michael Catino and Curtis S. Leonard to serve as assessors until the civil service commission certifies persons as qualified to serve on the board of assessors in the city of Medford." On April 16 the defendant commissioner appointed Connors also to act temporarily as assessor.¹

Catino and Leonard have taken an oath of office before the Secretary of the Commonwealth, and have acted as assessors with Connors, who has been elected chairman, and refuses to recognize Calabrese and Potts as assessors. Calabrese and Potts have continued to carry on their duties as assessors, with Potts as chairman.

On March 19 the city manager sent a notice to the various city department heads, including all five persons acting as assessors, in which he took the position that Connors, Calabrese, and Potts were the legal and duly constituted board, and the "only ones whose acts and doings will be recognized," by the city. This notice stated, "Any interference with the proper conduct of this board will be dealt with on this basis. It appears that the courts will eventually be requested to resolve the controversy and decide the rights of all concerned."

The crux of the controversy is the interpretation to be given to G.L. (Ter. Ed.) c. 31, s. 49A, as appearing in St. 1941, c. 414. This section occupies more than two pages in the statute book and comprises more than eleven hundred words without the advantage of any designated subdivisions. It begins: "Upon the filing with the clerk of a city ... of a petition conforming to this section, requesting that an office or offices in such city ... subject to this section and specified in the petition be placed within the classified civil service, the question or questions whether such office or offices shall

¹Apparently the commissioner acted pursuant to G.L. (Ter.Ed.) c. 41, s. 27, as appearing in St. 1936, c. 118, s. 1, which provides "If assessors . . . shall fail to perform their duties, the commissioner of corporations and taxation may appoint three or more persons to be assessors for such town, who shall be sworn, shall hold office until the offices of assessors are filled by the town"

be placed within said service shall be submitted to the registered voters of such city" at an election. "No petition under this section shall be received for filing unless it is signed by registered voters" of a prescribed number, "nor unless it bears the approval in writing of the incumbent or incumbents, at the time of the filing of the petition, of the office or offices specified therein." The question or questions shall be printed upon the official ballot "in substantially the following form:

"Question 1. (Part 1) Shall the city (or town) vote that the office of (title of office) be placed within the classified civil service? Yes No

"(Part 2) If it voted to place the office of (title of office) within the classified civil service, shall the city (or town) vote to provide for the continuance in said office of (name of incumbent), the present incumbent thereof, after passing a qualifying examination? Yes No

Other material provisions are: "There shall be a separate numbered question for each office sought to be placed within the classified civil service under this section."¹ "This section shall apply to any municipal office the incumbent of which shall have served therein continuously for not less than five years² immediately prior to the filing of the petition relative thereto"

The effect of the voting is contained in the following paragraph: "The office specified in Part 1 of each question submitted under this section, in answer to which a majority of the voters voting thereon vote in the affirmative, shall be placed within the classified civil service, and the tenure of office of any incumbent thereof shall be unlimited subject, however, to the provisions of this chapter; provided, that if Part 2 of the question in which said office is specified is so answered in the affirmative the incumbent thereof at the time of the filing of such petition shall, if still the incumbent thereof, be subjected by the division to a non-competitive qualifying examination for such office, and if he passes said examination, he shall be certified for said office and shall be deemed to be permanently appointed thereto without being required to serve any probationary period. If such incumbent does not pass such non-competitive qualifying examination, or if a majority of the voters voting on said Part 2 of the question does not vote thereon in the affirmative, such incumbent may continue to serve in said office, but shall not be subject to this chapter."

An assessor is a public officer. *Hobart v. Commissioner of Corporations and Taxation*, 311 Mass. 341, 344. Narrowly stated, the question on the merits is whether the affirmative answer of the voters to Question 1, Part 1, brought under civil service the offices of all three assessors or merely that of Connors. Careful reading of the entire section satisfies us that only the office of which Connors was the incumbent was affected. The section

¹By St. 1945, c. 701, s. 8, which (subject to the effect of St. 1946, c. 45) amended s. 49A, as appearing in St. 1941, c. 414, and was in effect on the day of referendum, a provision was added: "If more than one such question is to be submitted to the voters of a city or town at any election, such questions shall be printed on the official ballot in alphabetical order according to the surnames of the incumbents of the several offices to which such questions relate." On the ballot of November 6, 1945, there appeared a second question in two parts relative to the office of superintendent of parks and playgrounds, the incumbent of which was one John. F. Howard.

²Under St. 1945, c. 701, s. 8 (subject to the effect of St. 1946, c. 45), the length of continuous service in a city has been raised to "not less than ten years"

can apply only where the incumbent of the office has served a prescribed number of years. Here only one assessor met that requirement. The machinery for placing the question on the ballot can only be rendered operative by "the approval in writing of the incumbent or incumbents, at the time of the filing of the petition, of the office or offices specified therein." Here there were three offices and three incumbents. Only one gave the necessary written approval. Even if the other two had given such approval, it could have had no effect because neither was eligible to receive the benefit of the act. Moreover, each question must be in two parts, the first giving the name of the office and the second giving the name of the incumbent. Here there was only one question. That of necessity related to the office held by Connors whose name appeared in Part 2.

It is argued that it is strange to have a board of three only one of whom is under civil service. That, however, is a matter of policy outside our province. There is no limitation on legislative power so to provide. Nor is it an absurd construction to place upon the language in fact used. On the other hand, it would be anomalous indeed if the eligibility of only one assessor - and there can be as many as nine¹ - should provide an occasion for providing permanent jobs for the total number. It also would be an extraordinary thing to permit the written approval of one assessor to override the personal wishes of all the others. And if he could do so where he is the only one whose length of service is sufficient to allow the statute to be brought into operation, we see no limitation to his power to force into civil service the offices of other incumbents who also have served the prescribed length of time.

We are of the opinion that the belated charge of illegality in the holding of the offices of assessor by Calabrese and Potts is without merit. Their offices have not been made subject to civil service. There was no appropriate occasion for the temporary appointment of a rival board of assessors by the commissioner of corporations and taxation. We are not called upon to state our views as to the applicability of G.L. (Ter.Ed.) c. 41, s. 27, as appearing in St. 1936, c. 118, s. 1, to an actual case where there really is no legally constituted board of assessors.

We are asked to rule, notwithstanding the chaotic situation which, entirely without legal justification, has been introduced by certain departments of the Commonwealth into the city government of Medford, that the declaratory judgment procedure cannot apply. The question was raised by the demurrers. Some defendants contend that the city manager has no interest in the controversy, and that there is merely a quarrel between two boards of assessors of neither of which he is a member. He is, however, the appointing authority of the city. It is he who has been directed to make requisition upon the defendant director of civil service for names of persons to be appointed in place of the two defendants whom he rightly regarded as holding the office of assessor. It was to him that the defendant director gave fourteen days in which to terminate the "employment" of those two assessors. It is he who in a simultaneous communication was advised by the defendant commissioner that those two defendants had already been superseded. The plaintiff had, and still has, a present interest in knowing what are his duties with respect to appointing members of the board of assessors. Those defendants who are properly assessors are entitled to continuance in office for their respective terms. *School Committee of Cambridge v. Superintendent of Schools of Cambridge*, 320 Mass. 516, 519.

¹G.L. (Ter.Ed.) c. 41, s. 24, as appearing in St. 1951, c. 364.

There is no want of necessary parties. All who claim to be assessors, temporary or otherwise, are defendants. And so are the State officers who have pronounced the view that all three offices are subject to civil service and who have acted accordingly. The Attorney General is not a necessary party. No question of constitutionality has been argued. That is the only case where the statute requires express notice be given him so that he may be heard. G.L. (Ter.Ed.) c. 231A, s. 8, inserted by St. 1945, c. 582, s. 1. Even then, it is not required that he be made a party. See *Lowell v. Boston*, 322, Mass. 709, 740-741. The rendering of an informal opinion by his office substantiating the opinion of the defendant commission did not require that he be made a party. His powers in proceedings in the nature of quo warranto are of no present import. See *Borchard, Declaratory Judgments* (2d ed.) 858-859; 62 Harv. L. Rev. 877.

Strictly speaking, this is not a trial of title to the offices of the assessors, but is an inquiry whether more than one such office has been placed within the classified civil service. The foundation of the attempted temporary incumbency of Catino and Leonard is solely the supposed illegal incumbency of two regular members of the board each holding an appointment in his own right. No order need be directed against those defendants who are public officers. It is not to be assumed that they will not act according to the law declared in this case. *Mayor of Gloucester v. City Clerk of Gloucester*, 327 Mass. 460, 464-465. As we are not confronted with the precise question, we make no intimation whether declaratory judgment procedure may be used solely to try title to office. See *Anderson, Declaratory Judgments* (2d ed.) ss. 672, 676. We hold that c. 231A, of which the "purpose is to remove, and to afford relief from, uncertainty and insecurity with respect to rights, duties, status and other legal relations, and . . . (which) is to be liberally construed and administered" (s. 9), contains no implied exception invalidating its remedy in the existing confusion in Medford. That the binding declaration to be made here incidentally might affect certain illegal pretensions to the temporary office of assessor does not constitute a valid objection on the ground that this is a collateral attack on title to office. Plainly all the advantages are in favor of a present decision. We decline to rule that none can be made.

The interlocutory decrees overruling the demurrers are affirmed. A final decree is to be entered containing a binding declaration that by reason of the referendum on November 6, 1945, only the office of assessor of which James Connors was the incumbent was placed within the classified civil service; and that the present board of assessors is composed of Connors, Potts, and Calabrese.

So ordered.

Mark E. Gallagher, Jr., (Bradley P. Howes with him,) for the plaintiff.
James W. Kelleher & James McCaffrey, (John S. Ahern with them,) for the defendants Catino and others.

Charles H. Walters, Assistant Attorney General, for the civil service commission and another.

EXTENSIONS OF CIVIL SERVICE

The following positions were placed under civil service by the acceptance by the vote of the people of the provisions of General Laws, Chapter 31, Section 49A:-

Charlton Superintendent of Streets

Randolph Town Accountant

Other extensions were as follows:

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
State Civil Service and Registration Board of Registration in Pharmacy Executive Secretary	St. 1952, c. 625	1
State Conservation Conservation Skilled Worker Conservation Skilled Helper	St. 1952, c. 343	6
Forest Fire Patrolman	St. 1952, c. 544	10
State Industrial Accidents Board Executive Secretary of Rehabilitation Commission	St. 1952, c. 350	1
Boston, Medical Examiner in Police Department	St. 1952, c. 122	1
Clinton, Veterans' Agent and Director of Veterans' Services	St. 1952, c. 217	1
Dartmouth, Chief of Police	G. L., c. 31, s. 48	1
Haverhill, Labor Service	G. L., c. 31, s. 47	217
Ludlow, Fire Chief	St. 1952, c. 12	1
Marshfield, Chief of Police	St. 1952, c. 19	1
Randolph, Janitors in Public School Buildings	G. L., c. 31, s. 47B	7
South Hadley, Janitors	St. 1952, c. 29	6
Whitman, Chief of Police Police Service	G. L., c. 31, s. 48	<u>11</u>
The total number of persons taken under civil service by the preceding extensions:-		266

CLASSIFICATION

Classification plans have been completed for the following services and each employee has been notified of his rating, as well as the appointing authority:-

<u>Service</u>	<u>Number Affected</u>
Boston Entire Service	10,158
Fitchburg Entire Service	390

STATISTICS

NON-COMPETITIVE OR QUALIFYING EXAMINATIONS AUTHORIZED

1. Promotional qualifying examinations were authorized under General Laws, Chapter 31, section 15, paragraph A.

The persons for whom such examinations were authorized were the oldest, second oldest or third oldest employees in length of service who were willing to accept, and who had been employed in the next lower grade at least three years. (The average length of service of those persons was sixteen years, at the date of authorization.)

308

2. Other qualifying examinations under Chapter 31:

Under Section 15 (a).

Where an open competitive examination had been held, and no suitable eligible list had been established as the result.

5

Under Section 47A.

Offices and positions placed under civil service by statute.

32

Under Section 49A.

Offices placed under civil service, and the continuance of the incumbents in the offices made subject to qualifying examination, by vote of the municipality.

3

3. Qualifying examinations under special legislation.

Positions placed under civil service by statutes which provided that the incumbents be given such examinations.

72

4. Veterans' promotional qualifying examinations in accordance with Chapter 708, Acts of 1941, as amended.

7

Total

427

NUMBER OF PERSONS ON MILITARY LEAVE

State	352
Boston	187
Other Cities & Towns	<u>572</u>
Total	1,111

NUMBER OF PERSONS REINSTATED AFTER MILITARY LEAVE

State	36
Boston	71
Other Cities & Towns	<u>157</u>
Total	264

NUMBER OF PERSONS WHO TOOK PROMOTIONAL EXAMINATIONS WHILE IN MILITARY SERVICE:	6
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NUMBER OF CASES WHERE RIGHTS OF PERSONS IN MILITARY SERVICE WERE PREJUDICED BY SUCH SERVICE AND CORRECTED BY THE DIRECTOR WITH THE APPROVAL OF THE GOVERNOR AND COUNCIL UNDER CHAPTER 708, ACTS OF 1941, AS AMENDED:	6
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NUMBER OF CASES ON WHICH SENIORITY OF PERSONS WHO SERVED IN MILITARY SERVICE WAS ADJUSTED BY THE DIRECTOR UNDER AUTHORITY OF CHAPTER 11, ACTS OF 1947 AND CHAPTER 447, ACTS OF 1948:	29
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APPEALS

Reviews from mark in written examinations	1,169
Director approved increase in mark	28

CASES ON APPEAL FROM DECISION OF DIRECTOR TO COMMISSION

Number of cases considered	955
Number of cases denied	409
Number of cases granted	<u>546</u>

NUMBER OF APPLICATIONS FILED

<u>Official Service</u>	<u>Labor Service</u>	<u>Total</u>
23,053	9,790	32,843

NUMBER OF REQUISITIONS RECEIVED

<u>OFFICIAL SERVICE</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>
State	1,983	5,142	7,125
Boston	884	762	1,646
Other Cities & Towns	<u>3,773</u>	<u>3,196</u>	<u>6,969</u>
Total	6,640	9,100	15,740

LABOR SERVICE

State	614	2,159	2,773
Boston	950	555	1,505
Other Cities & Towns	<u>1,501</u>	<u>2,181</u>	<u>3,682</u>
Total	3,065	4,895	7,960

NUMBER OF PERSONS CERTIFIED

<u>OFFICIAL SERVICE</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>
State	20,858	31,303	52,161
Boston	4,738	4,237	8,975
Other Cities & Towns	<u>9,801</u>	<u>3,136</u>	<u>12,937</u>
Total	35,397	38,676	74,073

LABOR SERVICE

State	1,693	8,049	9,742
Boston	5,826	2,382	8,208
Other Cities & Towns	<u>5,909</u>	<u>9,119</u>	<u>15,028</u>
Total	13,428	19,550	32,978

NUMBER OF PROVISIONAL APPOINTMENTS APPROVED

<u>OFFICIAL SERVICE</u>	<u>Pending Examination</u>	<u>Temporary</u>	<u>Total</u>
State	489	8,758	9,247
Boston	179	2,067	2,246
Other Cities & Towns	<u>1,278</u>	<u>3,814</u>	<u>5,092</u>
Total	1,946	14,639	16,585

LABOR SERVICE

State	510	510
Boston	977	977
Other Cities & Towns	<u>1,859</u>	<u>1,859</u>
Total	3,346	3,346

NUMBER OF TRANSFERS

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
State	1,014	13	1,027
Boston	111	72	183
Other Cities & Towns	<u>293</u>	<u>62</u>	<u>355</u>
Total	1,418	147	1,565

NUMBER OF PHYSICAL EXAMINATIONS

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
Number Examined	4,002	3,793	7,795
Number Passed	3,596	3,578	7,174

NUMBER OF APPLICATIONS CANCELLED BECAUSE OF
POLICE OR COURT RECORD

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
State	67	183	250
Boston	62	276	338
Other Cities & Towns	<u>69</u>	<u>544</u>	<u>613</u>
Total	198	1,003	1,201

NUMBER OF PERSONS APPEARING AT INFORMATION DESKS

<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
68,182	20,171	88,353

NUMBER OF HEARINGS HELD BY DIRECTOR OR REPRESENTATIVE	3,786
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NUMBER OF PERSONS APPEARING AT DIRECTOR'S OFFICE	16,047
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NUMBER OF PAPERS EXAMINED BY APPLICANTS	4,195
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NUMBER OF PAPERS EXAMINED BY PERSONS OTHER THAN APPLICANTS	78
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NUMBER OF PAPERS EXAMINED BY APPOINTING AUTHORITIES OR BY THEIR AUTHORIZED AGENTS	-
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NUMBER OF PAPERS SENT TO CIVIL SERVICE REPRESENTATIVES UPON REQUEST OF APPLICANTS	782
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PRACTICAL TESTS

OFFICIAL SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Swimming and Lifesaving	Leader of Recreational Athletics	<u>4</u>	-
Total		4	-

LABOR SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Cabinet Maker	Lynn	8	2
Lifeguard	Statewide	139	26
Lifeguard	State	34	6
Lifeguard	Beverly	3	-
Lifeguard	Franklin	1	-
Lifeguard	Worcester	2	-
Sign Painter	State	2	19
Sign Painter	Boston	2	1
Sign Painter	Beverly	1	1
Sign Painter	Cambridge	-	1
Sign Painter	Lowell	-	2
Traffic Signal Repairman	Boston	9	3
White Line Sprayer	Lawrence	8	-
Totals		<u>209</u>	<u>61</u>

NUMBER APPOINTED FROM ELIGIBLE LISTS OR PROMOTED - LABOR SERVICE

SERVICE	PERMANENT						TEMPORARY					PROMOTIONS	TOTAL
	Veterans		Non-Veterans		Veterans' Widows	Veterans		Non-Veterans		Veterans' Widows			
	Male	Female	Male	Female		Male	Female	Male	Female				
STATE	81	4	50	10	-	1,172	6	144	96	-	397	1,960	
BOSTON	223	6	215	265	4	70	-	25	80	7	157	1,052	
OTHER CITIES AND TOWNS	638	3	201	228	1	918	2	485	130	-	482	3,088	
TOTALS	942	13	466	503	5	2,160	8	654	306	7	1,036	6,100	
GRAND TOTALS			1,929						3,135		1,036	6,100	

SUMMARY OF LABOR SERVICE - TEN-YEAR COMPARATIVE TABLE

NUMBER APPOINTED FROM ELIGIBLE LISTS OR PROMOTED

YEAR	PERMANENT APPOINTMENTS					TEMPORARY APPOINTMENTS					PROMOTIONS	TOTAL
	Veterans		Non-Veterans			Veterans		Non-Veterans				
	Male	Female	Male	Female	Veterans' Widows	Male	Female	Male	Female	Veterans' Widows		
1952	942	13	466	503	5	2,160	3	654	306	7	1,036	6,100
1951	1,146	1	434	649	6	2,949	-	838	303	3	1,202	7,531
1950	1,168	-	229	339	2	2,590	-	150	273	-	795	5,546
1949	1,189	-	286	519	-	3,607	-	488	244	-	1,087	7,420
1948	1,154	-	210	276	-	3,764	-	733	273	-	986	7,396
1947	989	-	416	229	-	2,376	-	396	295	-	814	5,515
1946	977	-	196	1,511	-	1,678	-	398	238	-	379	4,017
1945	582	-	459	171	-	418	-	426	336	-	158	2,550
1944	452	-	352	163	-	171	-	291	165	-	486	2,080
1943	333	-	481	319	-	362	-	389	215	-	914	3,013

SUMMARY OF OFFICIAL SERVICE

SERVICE	NUMBER OF EXAMINATIONS HELD				NUMBER NOTIFIED	NUMBER EXAMINED	
	Entrance		Promotion			Males	Females
	Non- Comp.	Comp.	Comp.	Qual.			
STATEWIDE	14	-	-	-	10,686	2,557	5,732
STATE	136	59	89	148	7,334	4,123	1,375
BOSTON	44	4	43	39	1,439	707	273
OTHER CITIES AND TOWNS	429	45	149	111	4,868	3,355	670
TOTALS	623	108	281	298	24,327	10,742	8,050
GRAND TOTALS	1,310				24,327	18,792	

SUMMARY OF OFFICIAL SERVICE - TEN-YEAR COMPARATIVE TABLE

YEAR	NUMBER OF EXAMINATIONS HELD				NUMBER NOTIFIED	NUMBER EXAMINED	
	Entrance		Promotion			Males	Females
	Non-		Comp. Qual.				
	Comp.	Comp.					
1952	623	108	281	298	24,327	10,742	8,050
1951	378	108	265	347	35,813	18,471	8,946
1950	519	288	241	464	37,258	17,465	12,916
1949	412	346	256	446	39,899	25,808	4,869
1948	353	187	240	338	22,765	10,718	7,064
1947	364	29	273	372	32,757	22,014	3,335
1946	285	134	218	458	19,144	9,812	4,925
1945	65	157	69	185	5,590	1,208	3,136
1944	183	123	205	241	6,669	3,713	1,569
1943	181	331	146	317	10,722	4,919	1,126

RECORD OF ELIGIBLE LISTS ESTABLISHED

SERVICE	NUMBER OF LISTS ESTABLISHED		NUMBER OF APPLICANTS NOTIFIED	NUMBER EXAMINED		NUMBER PASSED										NUMBER FAILED
	ENTRANCE	PROMOTIONS		MALES	FEMALES	MALES					FEMALES					
						DISABLED VETERANS	VETERANS	NON- VETERANS	DISABLED VETERANS	VETERANS	VETERANS	WIDOWS	NON- VETERANS			
STATEWIDE	21	-	15,019	4,410	7,073	235	1,197	623	5	105	14	4,769	4,535			
STATE	99	88	9,213	5,561	1,112	283	1,307	374	3	34	4	515	4,153			
BOSTON	39	44	2,447	1,679	207	57	608	244	-	3	-	110	864			
OTHER CITIES AND TOWNS	341	129	3,326	2,254	504	88	821	394	3	12	4	287	1,149			
TOTALS	500	261	30,005	13,904	8,896	663	3,933	1,635	11	154	22	5,681	10,701			
GRAND TOTALS	761		30,005		22,800		6,231		12,099		5,868		10,701			

RESULTS OF LISTS ESTABLISHED - - EIGHT YEAR COMPARATIVE TABLE

YEAR	NUMBER OF LISTS ESTABLISHED		NUMBER OF APPLICANTS NOTIFIED	NUMBER EXAMINED		NUMBER PASSED							NUMBER FAILED
	ENTRANCE	PROMOTION		MALES	FEMALES	MALES			FEMALES				
						Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Veterans' Widows	
1952	500	261	30,005	13,904	8,896	663	3,933	1,635	11	154	5,681	22	10,701
1951	450	282	26,727	15,037	5,460	844	4,058	1,394	13	97	2,882	6	11,193
1950	400	253	40,508	16,944	12,797	767	4,160	1,714	18	192	5,354	14	17,522
1949	334	200	34,483	21,328	5,573	1,026	6,503	2,293	18	106	3,259	-	13,696
1948	371	267	30,370	17,786	4,899	477	5,019	3,872	12	76	2,899	-	10,330
1947	359	274	26,779	15,395	4,266	622	4,202	3,396	9	134	2,380	-	8,918
1946	131	146	6,671	4,401	632	110	748	1,259	-	8	397	-	2,511
1945	117	114	8,141	3,094	4,328	57	158	1,020	1	9	3,011	-	2,166

SUMMARY OF OFFICIAL SERVICE - TEN-YEAR COMPARATIVE TABLE

NUMBER PASSED								
YEAR	MALES			FEMALES				TOTAL
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Veterans' Widows	
1952	663	3,933	1,635	11	154	5,681	22	12,099
1951	844	4,068	1,394	13	97	2,882	6	9,304
1950	767	4,160	1,714	18	192	5,354	14	12,219
1949	1,026	6,503	2,293	18	106	3,259	-	13,205
1948	477	5,019	3,872	12	76	2,899	-	12,355
1947	622	4,202	3,396	9	134	2,380	-	10,743
1946	110	748	1,259	-	8	397	-	2,522
1945	57	158	1,020	1	9	3,011	-	4,256
1944	45	252	2,190	1	3	2,313	-	4,804
1943	26	252	2,837	2	2	790	-	3,909

NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS - OFFICIAL SERVICE

SERVICE	PERMANENT							TEMPORARY							PROMOTIONS	TOTAL	
	MALES			FEMALES				MALES			FEMALES						
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Vet�rans	Non-Veterans	Veterans' Widows	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Veterans' Widows			
STATE	140	231	95	9	46	493	2	53	159	78	1	15	412	1	615	2,350	
BOSTON	126	131	39	5	6	147	2	42	45	22	-	3	83	-	278	929	
OTHER CITIES AND TOWNS	215	710	275	5	21	550	4	26	135	49	1	9	207	-	576	2,783	
TOTALS	481	1,072	409	19	73	1,190	8	121	339	149	2	27	702	1	1,469	6,062	
GRAND TOTALS	1,962			1,290				609			732				1,469		6,062
	3,252							1,341									

SUMMARY OF OFFICIAL SERVICE - TEN-YEAR COMPARATIVE TABLE

YEAR	PERMANENT								TEMPORARY								PROMOTIONS	TOTAL
	MALES				FEMALES				MALES				FEMALES					
	Disabled Veterans	Veterans	Non-Veterans		Disabled Veterans	Veterans	Non-Veterans	Veterans' Widows	Disabled Veterans	Veterans	Non-Veterans		Disabled Veterans	Veterans	Non-Veterans	Veterans' Widows		
1952	481	1072	409		19	73	1190	8	121	339	149	2	27	702	1	1,469	6,062	
1951	705	1702	534		9	61	1266	9	171	595	247	6	50	950	3	1,231	7,539	
1950	789	1856	499		-	-	995	4	158	580	241	-	-	574	1	1,605	7,302	
1949	518	1814	546		-	-	1277	-	34	244	104	-	-	399	-	1,881	6,817	
1948	398	3061	542		-	-	731	-	83	462	154	-	-	496	-	2,250	8,177	
1947	161	1890	636		-	1	1151	-	21	79	52	-	-	184	-	1,790	5,965	
1946	23	821	899		-	-	746	-	5	121	98	-	-	249	-	508	3,470	
1945	30	190	1017		1	-	525	-	35	42	210	-	-	153	-	744	2,947	
1944	35	178	1416		-	1	638	-	8	44	379	-	-	255	-	881	3,835	
1943	18	187	1175		-	1	645	-	3	35	822	-	-	344	-	900	4,130	

SEPARATIONS FROM SERVICE

Separations from the service have been reported by department heads as follows:

<u>Cause of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	648	353	750	1,751
Death	100	147	230	477
Retirement	276	361	616	1,253
Position Abolished	15	-	15	30
Discharged during probationary period	1	153	31	185
Military service	44	24	74	142
Sickness	249	105	170	524
Leave of absence	117	42	221	380
Lack of work or funds	1	-	172	173
Cause	<u>13</u>	<u>262</u>	<u>68</u>	<u>343</u>
Totals	1,464	1,447	2,347	5,258

REINSTATEMENTS

Reinstatements have been made as follows:

<u>Cause of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	43	19	78	140
Retirement	1	-	-	1
Position abolished	2	-	-	2
Military service	36	71	157	264
Sickness	209	72	160	441
Leave of absence	59	24	84	167
Lack of work or funds	15	-	226	241
Cause	<u>8</u>	<u>38</u>	<u>43</u>	<u>89</u>
Totals	373	224	748	1,345

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

OFFICIAL SERVICE							
JURISDICTION							
	Non-		Veterans		Disabled		Veteran's Widows
	Veterans				Veterans		
	Male	Female	Male	Female	Male	Female	
<u>Commonwealth</u>	3,464	6,033	4,260	355	1,181	17	5
<u>CITIES</u>							
Attleboro	68	21	83	-	4	-	-
Beverly	110	48	133	1	10	-	-
Boston	2,915	2,317	5,265	77	917	15	3
Brockton	216	153	249	7	14	1	1
Cambridge	362	254	463	10	71	-	-
Chelsea	118	30	173	8	46	-	-
Chicopee	160	70	188	5	21	1	-
Everett	170	51	287	7	45	4	-
Fall River	265	146	592	6	68	1	-
Fitchburg	114	70	176	1	8	1	-
Gardner	68	23	72	-	5	-	-
Gloucester	95	37	143	1	16	-	1
Haverhill	153	88	190	4	24	-	-
Holyoke	235	113	284	-	26	-	-
Lawrence	324	124	368	2	84	4	-
Leominster	68	25	79	1	18	-	-
Lowell	325	229	505	6	137	2	-
Lynn	261	196	525	6	107	1	-
Malden	185	75	245	2	19	-	-
Marlborough	64	14	50	2	5	-	-
Medford	177	71	256	2	69	-	-
Melrose	76	31	102	-	7	-	-
New Bedford	239	218	513	6	70	1	-
Newburyport	49	19	45	-	2	-	-
Newton	248	198	379	6	54	-	-
North Adams	79	24	82	1	5	-	-
Northampton	63	19	84	-	1	-	-
Peabody	117	32	115	-	25	-	-
Pittsfield	145	61	198	4	10	-	-
Quincy	271	217	284	11	63	1	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non- Veterans		Veterans		Veteran's Widows	
	Male	Female	Male	Female		
<u>Commonwealth</u>	1,032	161	3,718	6	-	20,232
<u>CITIES</u>						
Attleboro	50	16	27	-	-	269
Beverly	74	8	63	-	-	447
Boston	1,356	1,538	3,187	37	4	17,631
Brockton	267	28	231	-	-	1,167
Cambridge	275	119	615	-	-	2,169
Chelsea	45	14	99	-	-	533
Chicopee	62	93	115	-	-	715
Everett	53	81	277	-	-	975
Fall River	77	61	270	-	-	1,486
Fitchburg	81	11	146	-	-	608
Gardner	88	3	90	-	-	349
Gloucester	52	23	115	-	-	483
Haverhill	-	-	-	-	-	459
Holyoke	215	67	217	-	-	1,157
Lawrence	250	23	329	-	-	1,508
Leominster	53	15	48	-	-	307
Lowell	145	39	445	-	-	1,833
Lynn	125	148	442	-	-	1,811
Malden	145	1	241	-	-	913
Marlborough	12	4	43	-	-	194
Medford	96	31	157	-	-	859
Melrose	-	-	-	-	-	216
New Bedford	119	44	470	-	-	1,680
Newburyport	-	-	-	-	-	115
Newton	320	53	472	-	-	1,730
North Adams	39	3	56	-	-	289
Northampton	57	4	38	-	-	266
Peabody	53	21	74	-	-	437
Pittsfield	142	10	103	-	-	673
Quincy	333	181	420	-	-	1,781

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE						
	Non-		Veterans		Disabled		Veteran's Widows
	Veterans				Veterans		
	Male	Female	Male	Female	Male	Female	
Revere	115	63	232	-	36	2	-
Salem	120	54	169	-	22	-	-
Somerville	252	133	375	5	61	-	-
Springfield	585	497	897	11	53	-	1
Taunton	148	71	179	-	19	-	-
Waltham	113	72	178	2	12	-	-
Westfield	74	25	81	2	13	1	-
Woburn	41	18	80	1	10	-	-
Worcester	453	582	1,024	25	146	6	3

TOWNS

Abington	2	4	2	-	2	-	-
Acton	-	-	1	-	-	-	-
Acushnet	-	4	-	-	-	-	-
Adams	15	3	18	3	2	-	-
Agawam	4	1	12	-	-	-	-
Amesbury	33	3	32	1	-	-	-
Amherst	2	1	1	-	-	-	-
Andover	20	1	38	-	1	-	-
Arlington	126	62	151	3	23	1	-
Ashburnham	2	-	-	-	-	-	-
Ashby	-	1	-	-	-	-	-
Ashland	1	1	-	-	-	-	-
Athol	31	3	34	-	1	-	-
Auburn	2	1	-	-	-	-	-
Avon	-	-	2	-	1	-	-
Ayer	12	1	3	-	-	-	-
Barnstable	9	4	20	-	-	-	-
Barre	-	1	-	-	-	-	-
Bedford	3	-	3	-	1	-	-
Bellingham	3	-	-	-	-	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non-		Veterans		Veteran's Widows	
	Veterans					
	Male	Female	Male	Female		
Revere	98	1	84	-	-	631
Salem	-	-	-	-	-	365
Somerville	123	16	266	-	-	1,231
Springfield	871	226	798	1	-	3,940
Taunton	65	7	82	-	-	571
Waltham	60	9	225	-	-	671
Westfield	63	12	65	-	-	336
Woburn	-	-	-	-	-	150
Worcester	349	333	492	5	-	3,418

TOWNS

Abington	-	-	-	-	-	10
Acton	-	-	-	-	-	1
Acushnet	-	-	-	-	-	4
Adams	-	-	-	-	-	41
Agawam	-	-	-	-	-	17
Amesbury	-	-	-	-	-	69
Amherst	-	-	-	-	-	4
Andover	-	-	-	-	-	60
Arlington	165	20	194	-	-	745
Ashburnham	-	-	-	-	-	2
Ashby	-	-	-	-	-	1
Ashland	-	-	-	-	-	2
Athol	-	-	-	-	-	69
Auburn	-	-	-	-	-	3
Avon	-	-	-	-	-	3
Ayer	-	-	-	-	-	16
Barnstable	-	-	-	-	-	33
Barre	-	-	-	-	-	1
Bedford	-	-	-	-	-	7
Bellingham	-	-	-	-	-	3

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE							
	Non-		Veterans		Disabled		Veteran's	
	Veterans				Veterans		Widows	
	Male	Female	Male	Female	Male	Female		
Belmont	50	-	60	-	4	-	-	-
Berkeley	1	-	-	-	-	-	-	-
Berlin	-	1	-	-	-	-	-	-
Billerica	40	12	26	1	6	-	-	-
Blackstone	-	1	-	-	-	-	-	-
Blanford	-	1	-	-	-	-	-	-
Bourne	20	4	8	-	-	-	-	-
Braintree	22	2	33	-	3	-	-	-
Brewster	-	3	-	-	-	-	-	-
Bridgewater	7	2	3	-	-	-	-	-
Brookfield	1	-	-	-	-	-	-	-
Brookline	201	115	251	5	61	4	-	-
Buckland	2	-	-	-	-	-	-	-
Burlington	4	2	5	-	-	-	-	-
Canton	25	2	28	-	2	-	-	-
Charlton	2	3	-	-	-	-	-	-
Chatham	1	1	-	-	-	-	-	-
Chelmsford	12	5	7	-	-	-	-	-
Chester	-	1	-	-	-	-	-	-
Chilmark	-	1	-	-	-	-	-	-
Clinton	30	2	21	-	1	-	-	-
Cohasset	58	9	25	-	1	-	-	-
Concord	2	2	-	-	-	-	-	-
Dalton	6	2	3	-	2	-	-	-
Danvers	41	7	41	-	2	-	-	-
Dartmouth	9	-	2	1	-	-	-	-
Dedham	25	1	62	-	6	-	-	-
Dennis	-	3	-	-	-	-	-	-
Dighton	-	1	-	-	-	-	-	-
Douglas	-	2	-	-	-	-	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non- Veterans		Veterans		Veteran's Widows	
	Male	Female	Male	Female		
Belmont	-	-	-	-	-	114
Berkeley	-	-	-	-	-	1
Berlin	-	-	-	-	-	1
Billerica	15	-	39	-	-	139
Blackstone	-	-	-	-	-	1
Blanford	-	-	-	-	-	1
Bourne	-	-	-	-	-	32
Braintree	-	-	-	-	-	60
Brewster	-	-	-	-	-	3
Bridgewater	-	-	-	-	-	12
Brookfield	-	-	-	-	-	1
Brookline	158	14	381	-	-	1,190
Buckland	-	-	-	-	-	2
Burlington	-	-	-	-	-	11
Canton	-	-	-	-	-	57
Charlton	-	-	-	-	-	5
Chatham	-	-	-	-	-	2
Chelmsford	-	-	-	-	-	24
Chester	-	-	-	-	-	1
Chilmark	-	-	-	-	-	1
Clinton	-	-	-	-	-	54
Cohasset	-	-	-	-	-	93
Concord	-	-	-	-	-	4
Dalton	-	-	-	-	-	13
Danvers	-	-	-	-	-	91
Dartmouth	-	-	-	-	-	12
Dedham	12	3	42	1	-	152
Dennis	-	-	-	-	-	3
Dighton	-	-	-	-	-	1
Douglas	-	-	-	-	-	2

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE						Veteran's Widows
	Non- Veterans		Veterans		Disabled Veterans		
	Male	Female	Male	Female	Male	Female	
Dracut	1	1	1	-	1	-	-
Dulley	9	-	6	-	-	-	-
Duxbury	5	3	3	-	2	-	-
East Bridgewater	-	1	1	-	-	-	-
East Brookfield	2	-	-	-	-	-	-
Eastham	-	1	-	-	-	-	-
Easthampton	42	9	23	-	6	-	-
East Longmeadow	2	-	2	-	-	-	-
Easton	4	2	2	-	-	-	-
Edgartown	2	-	-	-	-	-	-
Essex	-	1	-	-	-	-	-
Fairhaven	3	7	1	-	-	-	-
Falmouth	23	3	24	-	1	-	-
Florida	-	1	-	-	-	-	-
Foxborough	3	3	5	-	-	-	-
Framingham	47	9	70	-	12	-	-
Franklin	32	9	20	2	1	-	-
Freetown	1	-	-	-	-	-	-
Goshen	1	-	-	-	-	-	-
Grafton	-	3	-	-	-	-	-
Great Barrington	7	4	3	-	-	-	-
Greenfield	25	6	29	-	-	-	-
Groveland	-	1	-	-	-	-	-
Hadley	4	-	-	-	-	-	-
Hamilton	1	-	-	-	-	-	-
Hanover	2	1	-	-	1	-	-
Hanson	4	1	1	-	-	-	-
Hardwick	1	-	-	-	-	-	-
Harwich	-	4	-	-	1	-	-
Hatfield	-	3	-	-	-	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non- Veterans		Veterans		Veteran's Widows	
	Male	Female	Male	Female		
Dracut	-	-	-	-	-	4
Dudley	-	-	-	-	-	15
Duxbury	-	-	-	-	-	13
East Bridgewater	-	-	-	-	-	2
East Brookfield	-	-	-	-	-	2
Eastham	-	-	-	-	-	1
Easthampton	15	7	21	-	-	123
East Longmeadow	-	-	-	-	-	4
Easton	-	-	-	-	-	8
Edgartown	-	-	-	-	-	2
Essex	-	-	-	-	-	1
Fairhaven	-	-	-	-	-	11
Falmouth	-	-	-	-	-	51
Florida	-	-	-	-	-	1
Foxborough	-	-	-	-	-	11
Framingham	-	-	-	-	-	138
Franklin	4	2	7	1	-	78
Freetown	-	-	-	-	-	1
Goshen	-	-	-	-	-	1
Grafton	-	-	-	-	-	3
Great Barrington	-	-	-	-	-	14
Greenfield	-	-	-	-	-	60
Groveland	-	-	-	-	-	1
Hadley	-	-	-	-	-	4
Hamilton	-	-	-	-	-	1
Hanover	-	-	-	-	-	4
Hanson	-	-	-	-	-	6
Hardwick	-	-	-	-	-	1
Harwich	-	-	-	-	-	5
Hatfield	-	-	-	-	-	3

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE						Veteran's Widows
	Non-		Veterans		Disabled		
	Veterans				Veterans		
	Male	Female	Male	Female	Male	Female	
Hingham	28	4	21	-	-	-	-
Holbrook	2	4	5	-	1	-	-
Holden	1	1	-	-	-	-	-
Holliston	3	1	3	-	-	-	-
Hopkinton	-	-	1	-	-	-	-
Hubbardston	-	1	-	-	-	-	-
Hudson	38	2	30	-	-	-	-
Hull	70	4	51	1	4	-	-
Ipswich	12	2	8	-	1	-	-
Kingston	-	2	-	1	-	-	-
Lakeville	1	1	-	-	-	-	-
Lancaster	3	1	1	-	-	-	-
Lanesborough	-	2	-	-	-	-	-
Lee	4	1	4	-	-	-	-
Leicester	-	3	-	-	-	-	-
Leverett	-	1	-	-	-	-	-
Lexington	10	3	19	-	2	-	-
Lincoln	-	2	-	-	-	-	-
Littleton	1	-	-	-	-	-	-
Longmeadow	1	1	-	-	-	-	-
Ludlow	14	2	7	-	1	-	-
Lynnfield	6	-	6	-	1	-	-
Manchester	3	-	6	-	-	-	-
Mansfield	20	3	16	-	-	-	-
Marblehead	38	3	42	-	-	-	-
Marion	1	2	-	-	-	-	-
Marshfield	1	-	-	1	-	-	-
Mattapoisett	4	-	-	-	-	-	-
Maynard	11	1	6	-	1	-	-
Medfield	1	2	4	-	1	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non-		Veterans		Veteran's Widows	
	Veterans					
	Male	Female	Male	Female		
Hingham	-	-	-	-	-	53
Holbrook	-	-	-	-	-	12
Holden	-	-	-	-	-	2
Holliston	-	-	-	-	-	7
Hopkinton	-	-	-	-	-	1
Hubbardston	-	-	-	-	-	1
Hudson	-	-	-	-	-	70
Hull	4	1	4	-	-	139
Ipswich	-	-	-	-	-	23
Kingston	-	-	-	-	-	3
Lakeville	-	-	-	-	-	2
Lancaster	-	-	-	-	-	5
Lanesborough	-	-	-	-	-	2
Lee	-	-	-	-	-	9
Leicester	-	-	-	-	-	3
Leverett	-	-	-	-	-	1
Lexington	-	-	-	-	-	34
Lincoln	-	-	-	-	-	2
Littleton	-	-	-	-	-	1
Longmeadow	-	-	-	-	-	2
Ludlow	-	-	-	-	-	24
Lynnfield	-	-	-	-	-	13
Manchester	-	-	-	-	-	9
Mansfield	-	-	-	-	-	39
Marblehead	-	-	-	-	-	83
Marion	-	-	-	-	-	3
Marshfield	-	-	-	-	-	2
Mattapoisett	-	-	-	-	-	4
Maynard	-	-	-	-	-	19
Medfield	-	-	-	-	-	8

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE						
	Non-		Veterans		Disabled		Veteran's Widows
	Veterans				Veterans		
	Male	Female	Male	Female	Male	Female	
Medway	2	-	1	-	1	-	-
Mendon	-	2	-	-	-	-	-
Merrimac	-	4	-	-	1	-	-
Methuen	69	22	71	2	7	-	-
Middleborough	1	6	-	-	-	-	-
Milford	38	5	38	-	6	-	-
Millbury	1	2	2	-	1	-	-
Millis	1	-	1	-	-	-	-
Milton	81	32	81	2	3	-	-
Monson	-	2	2	-	-	-	-
Montague	9	2	5	-	-	-	-
Montgomery	-	1	-	-	-	-	-
Nahant	8	-	13	-	1	-	-
Nantucket	5	1	4	-	-	-	-
Natick	28	4	64	-	10	-	-
Needham	23	5	14	-	-	-	-
New Braintree	-	2	-	-	-	-	-
Newbury	-	1	-	-	-	-	-
Norfolk	-	2	-	-	-	-	-
North Andover	23	4	20	-	3	-	-
North Attleborough	36	2	27	-	1	-	-
Northboro	-	1	-	-	-	-	-
Northbridge	4	2	1	-	-	-	-
North Brookfield	1	1	-	-	-	-	-
Northfield	-	2	-	-	-	-	-
North Reading	-	4	-	-	-	-	-
Norton	1	1	-	-	-	-	-
Norwell	-	3	-	-	-	-	-
Norwood	66	32	100	7	18	-	-
Oak Bluffs	1	2	3	-	1	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non-		Veterans		Veteran's Widows	
	Veterans					
	Male	Female	Male	Female		
Medway	-	-	-	-	-	4
Mendon	-	-	-	-	-	2
Merrimac	-	-	-	-	-	5
Methuen	42	6	68	-	-	287
Middleborough	-	-	-	-	-	7
Milford	-	-	-	-	-	87
Millbury	-	-	-	-	-	6
Millis	-	-	-	-	-	2
Milton	88	3	28	-	-	318
Monson	-	-	-	-	-	4
Montague	-	-	-	-	-	16
Montgomery	-	-	-	-	-	1
Nahant	-	-	-	-	-	22
Nantucket	-	-	-	-	-	10
Natick	-	-	-	-	-	106
Needham	-	-	-	-	-	42
New Braintree	-	-	-	-	-	2
Newbury	-	-	-	-	-	1
Norfolk	-	-	-	-	-	2
North Andover	-	-	-	-	-	50
North Attleborough	-	-	-	-	-	66
Northboro	-	-	-	-	-	1
Northbridge	-	-	-	-	-	7
North Brookfield	-	-	-	-	-	2
Northfield	-	-	-	-	-	2
North Reading	-	-	-	-	-	4
Norton	-	-	-	-	-	2
Norwell	-	-	-	-	-	3
Norwood	61	7	79	-	-	370
Oak Bluffs	-	-	-	-	-	7

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE						
	Non-		Veterans		Disabled		Veteran's Widows
	Veterans				Veterans		
	Male	Female	Male	Female	Male	Female	
Orange	6	2	5	-	-	-	-
Orleans	-	3	-	-	-	-	-
Oxford	1	4	-	-	1	-	-
Palmer	16	2	5	-	-	-	-
Pelham	-	1	-	-	-	-	-
Pembroke	2	3	-	-	-	-	-
Pepperell	-	2	-	-	-	-	-
Petersham	-	1	-	-	-	-	-
Plainville	-	1	-	-	-	-	-
Plymouth	32	7	41	-	3	-	-
Provincetown	2	1	7	-	-	-	-
Randolph	16	3	7	-	4	-	-
Raynham	-	1	-	-	-	-	-
Reading	10	5	15	-	1	-	-
Rehoboth	-	2	-	-	-	-	1
Rochester	-	1	-	-	-	-	-
Rockland	5	2	7	-	-	-	-
Rockport	3	3	9	-	-	-	-
Rowe	2	-	-	-	-	-	-
Russell	-	1	-	-	-	-	-
Rutland	1	1	-	-	-	-	-
Salisbury	-	2	-	-	-	-	-
Sandwich	-	2	1	-	-	-	-
Saugus	51	14	42	-	10	-	-
Scituate	35	3	35	-	5	-	-
Seekonk	2	3	-	-	-	-	-
Sharon	7	1	5	-	1	-	-
Sheffield	1	-	-	-	-	-	-
Shirley	-	1	4	-	-	-	-
Shrewsbury	11	2	8	-	1	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non- Veterans		Veterans		Veteran's Widows	
	Male	Female	Male	Female		
Orange	-	-	-	-	-	13
Orleans	-	-	-	-	-	3
Oxford	-	-	-	-	-	6
Palmer	-	-	-	-	-	23
Pelham	-	-	-	-	-	1
Pembroke	-	-	-	-	-	5
Pepperell	-	-	-	-	-	2
Petersham	-	-	-	-	-	1
Plainville	-	-	-	-	-	1
Plymouth	-	-	-	-	-	83
Provincetown	-	-	-	-	-	10
Randolph	-	-	-	-	-	30
Raynham	-	-	-	-	-	1
Reading	-	-	-	-	-	31
Rehoboth	-	-	-	-	-	3
Rochester	-	-	-	-	-	1
Rockland	-	-	-	-	-	14
Rockport	-	-	-	-	-	15
Rowe	-	-	-	-	-	2
Russell	-	-	-	-	-	1
Rutland	-	-	-	-	-	2
Salisbury	-	-	-	-	-	2
Sandwich	-	-	-	-	-	3
Saugus	15	2	22	-	-	156
Scituate	-	-	-	-	-	78
Seekonk	-	-	-	-	-	5
Sharon	-	-	-	-	-	14
Sheffield	-	-	-	-	-	1
Shirley	-	-	-	-	-	5
Shrewsbury	-	-	-	-	-	22

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE						
	Non-		Veterans		Disabled		Veteran's Widows
	Veterans				Veterans		
	Male	Female	Male	Female	Male	Female	
Shutesbury	1	1	-	-	-	-	-
Somerset	-	3	-	-	-	-	-
Southampton	-	1	-	-	-	-	-
Southborough	-	1	-	-	-	-	-
Southbridge	22	4	21	-	2	-	-
South Hadley	13	2	7	-	-	-	-
Spencer	4	1	3	-	2	-	-
Sterling	1	-	-	-	-	-	-
Stockbridge	-	1	-	-	-	-	-
Stoneham	10	3	21	-	-	-	-
Stoughton	19	1	11	1	1	-	-
Stow	-	2	-	-	-	-	-
Sturbridge	-	1	-	-	-	-	-
Sudbury	-	2	-	-	-	-	-
Sutton	-	4	-	-	-	-	-
Swampscott	31	-	37	1	-	-	-
Swansea	1	3	-	-	-	-	-
Templeton	-	3	1	-	-	-	-
Tewksbury	-	1	1	-	-	-	-
Tisbury	2	2	-	-	-	-	-
Townsend	1	1	-	-	-	-	-
Truro	-	1	-	-	-	-	-
Tyngsboro	-	2	1	-	-	-	-
Upton	-	2	-	-	-	-	-
Uxbridge	-	1	-	-	-	-	-
Wakefield	18	5	24	-	1	-	-
Walpole	10	2	12	-	3	-	-
Ware	11	1	7	-	-	-	-
Wareham	21	8	15	-	-	-	-
Warren	-	3	-	-	-	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non- Veterans		Veterans		Veteran's Widows	
	Male	Female	Male	Female		
Shutesbury	-	-	-	-	-	2
Somerset	-	-	-	-	-	3
Southampton	-	-	-	-	-	1
Southborough	-	-	-	-	-	1
Southbridge	-	-	-	-	-	49
South Hadley	4	-	11	-	-	37
Spencer	-	-	-	-	-	10
Sterling	-	-	-	-	-	1
Stockbridge	-	-	-	-	-	1
Stoneham	-	-	-	-	-	34
Stoughton	-	-	-	-	-	33
Stow	-	-	-	-	-	2
Sturbridge	-	-	-	-	-	1
Sudbury	-	-	-	-	-	2
Sutton	-	-	-	-	-	4
Swampscott	12	-	15	-	-	96
Swansea	-	-	-	-	-	4
Templeton	-	-	-	-	-	4
Tewksbury	-	-	-	-	-	2
Tisbury	-	-	-	-	-	4
Townsend	-	-	-	-	-	2
Truro	-	-	-	-	-	1
Tyngsboro	-	-	-	-	-	3
Upton	-	-	-	-	-	2
Uxbridge	-	-	-	-	-	1
Wakefield	-	-	-	-	-	48
Walpole	-	-	-	-	-	27
Ware	-	-	-	-	-	19
Wareham	-	-	-	-	-	44
Warren	-	-	-	-	-	3

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Non-		Veterans		Disabled	
	Veterans				Veterans	
	Male	Female	Male	Female	Male	Female
Watertown	103	55	155	5	27	-
Wayland	-	2	-	-	-	-
Webster	24	4	17	-	-	-
Wellesley	26	5	59	-	1	-
Wellfleet	-	1	-	-	-	-
Westborough	-	3	-	-	-	-
West Bridgewater	3	6	3	-	-	-
West Brookfield	-	1	-	-	-	-
Westford	2	1	-	-	-	-
Westhampton	-	1	-	-	-	-
Westminster	-	1	-	-	-	-
Weston	8	2	8	-	1	-
Westport	-	2	-	-	-	-
West Springfield	22	6	66	-	3	-
Westwood	8	3	17	-	1	-
Weymouth	71	6	100	-	4	-
Whitman	7	3	6	-	-	-
Wilbraham	-	1	-	-	-	-
Williamstown	-	5	1	-	-	-
Wilmington	6	2	7	-	-	-
Winchendon	2	2	6	1	1	-
Winchester	28	2	49	1	3	-
Winthrop	75	39	73	4	5	-
Worthington	-	2	-	-	-	-
Wrentham	5	-	22	-	1	-
Yarmouth	-	1	1	-	-	-

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non-		Veterans		Veteran's Widows	
	Veterans					
	Male	Female	Male	Female		
Watertown	79	1	122	-	-	547
Wayland	-	-	-	-	-	2
Webster	-	-	-	-	-	45
Wellesley	-	-	-	-	-	91
Wellfleet	-	-	-	-	-	1
Westborough	-	-	-	-	-	3
West Bridgewater	-	-	-	-	-	12
West Brookfield	-	-	-	-	-	1
Westford	-	-	-	-	-	3
Westhampton	-	-	-	-	-	1
Westminster	-	-	-	-	-	1
Weston	-	-	-	-	-	19
Westport	-	-	-	-	-	2
West Springfield	-	-	-	-	-	97
Westwood	-	-	-	-	-	29
Weymouth	65	7	65	-	-	318
Whitman	-	-	-	-	-	16
Wilbraham	-	-	-	-	-	1
Williamstown	-	-	-	-	-	6
Wilmington	-	-	-	-	-	15
Winchendon	-	-	-	-	-	12
Winchester	-	-	-	-	-	83
Winthrop	23	1	50	-	-	270
Worthington	-	-	-	-	-	2
Wrentham	-	-	-	-	-	28
Yarmouth	-	-	-	-	-	2

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	:	OFFICIAL SERVICE							
	:								
	:								
	:								
	:								
	:	Non-		Veterans		Disabled		Veteran's	
	:	Veterans				Veterans		Widows	
	:								
	:	Male	Female	Male	Female	Male	Female		

WELFARE DISTRICTS

Belchertown-Granby	-	1	-	-	-	-	-
Central Berkshire	1	1	-	-	-	-	-
Central Essex	-	1	1	-	-	-	-
Central Franklin	-	2	-	-	-	-	-
Eastern Berkshire	-	2	-	-	-	-	-
Eastern Franklin	-	4	-	-	-	-	-
Newbury-Rowley	-	1	-	-	-	-	-
Northern Berkshire	-	3	-	-	-	-	-
Northern Middlesex	-	1	1	-	-	-	-
Pentucket	1	1	-	-	-	-	-
South East Hampden	-	3	-	-	-	-	-
Southern Franklin	-	1	-	-	-	-	-
Southwick-Granville	-	1	-	-	-	-	-
Western Franklin	-	2	-	-	-	-	-
Western Hampshire	-	1	-	-	-	-	-

TOTALS

Commonwealth	3,464	6,033	4,260	355	1,181	17	5
Cities	9,641	6,489	15,343	222	2,323	41	9
Towns	2,474	837	2,702	43	291	5	1
Welfare Districts	2	25	2	-	-	-	-

TOTALS	15,581	13,384	22,307	620	3,795	63	15
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GRAND TOTALS 55,765

NUMBER OF PRESENT EMPLOYEES
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE					GRAND TOTAL
	Non- Veterans		Veterans		Veteran's Widows	
	Male	Female	Male	Female		
<u>WELFARE DISTRICTS</u>						
Belchertown-Granby	-	-	-	-	-	1
Central Berkshire	-	-	-	-	-	2
Central Essex	-	-	-	-	-	2
Central Franklin	-	-	-	-	-	2
Eastern Berkshire	-	-	-	-	-	2
Eastern Franklin	-	-	-	-	-	4
Newbury-Rowley	-	-	-	-	-	1
Northern Berkshire	-	-	-	-	-	3
Northern Middlesex	-	-	-	-	-	2
Pentucket	-	-	-	-	-	2
South East Hampden	-	-	-	-	-	3
Southern Franklin	-	-	-	-	-	1
Southwick-Granville	-	-	-	-	-	1
Western Franklin	-	-	-	-	-	2
Western Hampshire	-	-	-	-	-	1
<u>TOTALS</u>						
Commonwealth	1,032	161	3,718	6	-	20,232
Cities	6,213	3,243	10,802	43	4	54,373
Towns	762	74	1,148	2	-	8,339
Welfare Districts	-	-	-	-	-	29
TOTALS	8,007	3,478	15,668	51	4	82,973
GRAND TOTALS			27,208			82,973

1952

EMPLOYEES DURING THE TEN YEARS ENDING NOVEMBER 30, 1952

Year	Commonwealth	Cities	Towns	Welfare Districts	Totals
1952	20,232	54,373	8,339	29	82,973
1951	20,281	53,347	7,886	18	81,532
1950	17,996	50,070	7,305	2	75,373
1949	16,658	47,212	6,661	-	70,531
1948	13,471	52,006	6,725	-	72,202
1947	12,396	43,983	6,324	-	62,703
1946	11,536	41,768	5,809	-	59,113
1945	10,768	37,851	5,227	-	53,846
1944	10,586	35,756	4,953	-	51,295
1943	10,357	34,488	4,682	-	49,527

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS	
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.
COMMONWEALTH	562	452	4	4	117	165	57	21	11	2	156	22	109	53	145	1418	1161	2137
CITIES																		
Attleboro	10	-	-	-	1	-	-	-	-	-	-	2	2	-	7	8	20	10
Beverly	12	-	-	-	3	-	-	-	-	-	-	-	8	4	6	42	29	46
Boston	138	61	-	-	32	12	25	101	4	3	33	17	224	1	713	182	1169	377
Brockton	9	8	1	-	-	1	4	1	-	3	5	-	9	-	29	68	57	81
Cambridge	31	3	-	-	7	-	6	-	-	16	11	-	26	-	39	24	120	43
Chelsea	5	-	-	-	-	-	3	-	-	7	-	-	6	-	8	2	22	9
Chicopee	11	-	-	-	3	-	2	-	-	3	-	1	13	-	41	26	70	30
Everett	12	3	-	-	1	1	5	-	1	8	-	-	9	-	9	98	37	110
Fall River	17	4	-	-	12	-	14	8	-	7	9	-	23	2	77	34	152	55
Fitchburg	11	1	-	-	-	-	1	-	3	5	2	-	6	3	3	32	26	41
Gardner	1	1	-	-	2	-	-	2	-	-	-	-	15	-	7	14	25	17
Gloucester	7	1	-	-	-	-	4	-	-	-	-	-	8	4	4	13	23	18
Haverhill	23	2	-	-	1	-	3	-	-	4	7	-	49	4	-	-	83	10
Holyoke	11	3	-	-	6	1	4	1	-	-	4	-	51	-	46	111	122	116
Lawrence	13	2	-	-	-	-	-	1	18	-	5	2	5	-	66	16	107	21
Leominster	3	-	-	-	2	-	1	-	-	-	3	-	11	4	9	17	29	21
Lowell	14	6	-	-	6	-	2	1	-	9	12	-	33	1	61	63	128	80
Lynn	23	2	-	-	1	-	9	12	-	2	2	-	11	-	53	92	99	108
Malden	5	1	-	-	1	-	1	-	-	4	-	-	17	2	14	62	38	69
Marlboro	-	-	-	-	-	-	-	-	-	-	-	-	3	-	7	2	10	2
Medford	-	-	-	-	-	-	2	3	-	-	3	-	3	1	1	25	9	29
Melrose	5	-	-	-	1	-	1	1	-	-	2	-	7	-	-	-	16	1
New Bedford	11	7	-	-	11	-	12	6	-	2	7	2	14	-	47	102	102	119
Newburyport	3	-	-	-	1	-	2	-	-	-	-	-	2	-	-	-	8	-
Newton	29	1	-	-	5	-	9	-	-	-	2	-	21	3	98	43	164	47
North Adams	2	-	-	-	1	-	1	-	-	-	-	-	8	1	8	6	20	7
Northampton	2	-	-	-	-	-	3	-	-	-	1	-	7	-	7	9	20	9

APPOINTMENTS BY CATEGORIES

	Administrative and Clerical		Agriculture and Conservation		Construction, Engineering and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
CITIES (Continued)																			
Peabody	7	-	-	-	6	-	3	2	-	-	2	-	6	1	9	7	33	10	43
Pittsfield	14	-	1	-	3	-	3	1	2	-	1	1	43	1	26	8	93	11	104
Quincy	37	6	-	-	4	-	13	-	1	-	15	-	7	6	37	80	114	92	206
Revere	6	-	-	-	-	-	2	2	-	-	6	-	1	-	1	46	16	48	64
Salem	5	2	-	-	3	-	-	1	1	6	-	-	6	-	-	-	15	9	24
Somerville	15	4	-	-	5	-	5	-	6	-	7	-	13	-	12	1	63	5	68
Springfield	43	13	-	-	9	1	9	1	1	42	4	4	27	7	71	173	164	241	405
Taunton	8	1	-	-	6	-	2	1	-	-	1	-	7	1	14	14	38	17	55
Waltham	7	-	-	-	1	1	5	-	2	3	6	-	4	1	1	38	26	43	69
Westfield	1	-	-	-	1	-	-	-	-	2	-	-	1	-	9	16	12	18	30
Woburn	2	1	-	-	-	-	-	-	-	-	-	-	7	1	-	-	9	2	11
Worcester	61	2	-	-	11	-	12	4	-	30	6	3	19	-	146	57	255	96	351

TOWNS

Acushnet	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Adams	1	1	-	-	-	-	-	1	-	-	-	1	-	-	-	-	1	3	4
Amesbury	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Andover	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Arlington	10	1	-	-	4	-	2	-	-	1	1	1	2	3	19	34	38	40	78
Ayer	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
Barnstable	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Bedford	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Belmont	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	1	2	3
Billerica	1	-	-	-	-	-	-	-	-	-	-	-	7	2	3	14	11	16	27
Bourne	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Braintree	-	-	-	-	-	-	-	-	-	-	1	1	4	1	-	-	4	2	6
Brookline	5	-	-	-	3	1	4	-	5	28	1	-	13	5	3	47	34	81	115
Canton	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4

APPOINTMENTS BY CATEGORIES

	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
SERVICE	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm. Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.Total
TOWNS (Continued)									
Chelmsford	2	-	-	-	-	-	2	-	4
Clinton	-	-	-	-	-	-	4	-	4
Cohasset	1	-	-	-	-	-	7	-	8
Dalton	-	-	-	-	-	1	-	-	1
Danvers	1	-	-	-	-	-	6	-	7
Dedham	1	-	-	1	-	-	10	2	14
Dennis	1	-	-	-	-	-	-	2	3
Dracut	1	-	-	-	-	-	-	-	1
Easthampton	1	-	-	-	-	-	6	8	7
East Longmeadow	-	-	-	-	-	-	3	-	8
Easton	-	-	-	-	-	-	1	-	7
Falmouth	-	-	-	-	-	-	1	-	3
Framingham	3	1	-	-	-	-	4	-	1
Franklin	-	-	-	-	-	-	-	5	7
Great Barrington	1	-	-	-	-	-	-	-	5
Greenfield	1	-	-	-	-	-	4	-	1
Hanover	1	-	-	-	-	-	1	-	2
Harwich	1	-	1	-	-	-	-	-	2
Hingham	-	-	-	-	-	-	2	1	2
Holbrook	1	-	-	-	-	-	1	-	2
Hudson	-	-	-	-	-	-	1	-	1
Hull	-	-	-	-	-	-	6	2	6
Lakeville	1	-	-	-	-	-	-	-	2
Lee	-	-	-	-	-	-	1	-	1
Lexington	-	-	-	-	-	-	2	-	2
Lynnfield	-	-	1	-	-	-	-	-	1
Mansfield	-	-	-	-	-	-	2	-	2
Marblehead	-	-	-	-	-	-	1	1	1

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
SERVICE	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.Total
TOWNS (Continued)									
Medfield	-	-	-	-	-	-	1	-	1
Merrimac	-	-	-	-	-	-	1	-	1
Methuen	1	-	-	1	-	1	1	12	16
Middleboro	1	-	-	-	-	-	-	-	1
Milford	1	-	1	-	-	-	5	-	7
Milton	3	-	1	1	1	4	5	8	19
Montague	-	-	-	-	-	-	3	-	4
Nahant	-	-	-	-	-	-	1	-	1
Nantucket	-	-	-	-	-	-	1	-	1
Natick	1	-	1	-	-	-	9	2	11
Needham	-	-	2	-	-	-	3	-	6
North Andover	-	-	1	-	-	-	-	-	1
North Attleboro	-	-	-	-	-	-	3	-	3
Northfield	-	-	-	-	-	1	-	-	1
North Reading	1	-	-	-	-	-	-	-	1
Norwell	1	-	-	-	-	-	-	-	1
Norwood	3	1	-	-	-	-	1	2	12
Oak Bluffs	-	-	-	-	-	-	1	-	1
Orange	-	-	1	-	-	-	-	-	1
Oxford	1	-	-	-	-	-	-	-	1
Palmer	1	-	-	-	-	-	-	-	1
Pembroke	2	-	-	-	-	-	-	-	2
Pepperell	-	-	-	-	-	1	-	-	1
Plymouth	-	-	-	-	-	2	8	1	10
Provincetown	-	-	-	-	-	-	2	-	2
Reading	-	-	-	-	-	-	3	-	3
Rockland	-	1	-	-	-	-	-	-	1
Saugus	6	-	-	3	-	1	7	5	22
Scituate	1	-	-	-	-	-	2	-	3
Seekonk	1	-	-	-	-	-	-	-	1

APPOINTMENTS BY CATEGORIES

	Administrative and Clerical		Agriculture and Conservation		Construction, Engineering and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Sharon	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	-	3
Shrewsbury	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Southbridge	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
South Hadley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	2
Spencer	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Stoneham	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	-	3
Stoughton	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2
Sudbury	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Sutton	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Swampscott	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Templeton	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Townsend	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Tyngsboro	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Wakefield	1	-	-	-	-	-	-	-	-	-	-	-	4	1	-	-	5	1	6
Walpole	1	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	4	2	6
Ware	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Wareham	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	4	-	4
Watertown	3	-	-	-	2	-	1	-	-	-	1	-	4	4	15	9	26	13	39
Webster	1	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	9	-	9
Wellesley	1	-	-	-	-	-	-	-	-	-	-	-	10	1	-	-	11	1	12
Weston	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
West Springfield	-	-	-	-	-	-	-	-	-	-	-	-	8	1	-	-	8	1	9
Weymouth	-	-	-	-	-	-	-	-	-	-	-	-	17	1	15	12	32	13	45
Wilmington	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	2
Winchester	1	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	3	3	6
Winthrop	1	1	-	-	-	-	1	-	-	-	-	-	5	1	4	11	11	13	24
Wrentham	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2

APPOINTMENTS BY CATEGORIES

	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
WELFARE DISTRICTS											
Central Franklin	1	-	-	-	-	-	-	-	-	-	1
Eastern Berkshire	2	-	-	-	-	-	-	-	-	-	2
Eastern Franklin	-	-	-	-	-	-	1	-	-	-	1
Northern Berkshire	2	-	-	-	-	-	-	-	-	-	2
Pentucket Western	1	-	-	-	-	-	-	-	-	-	1
Western Franklin	1	-	-	-	-	-	-	-	-	-	1
Western Hampshire	1	-	-	-	-	-	-	-	-	-	1

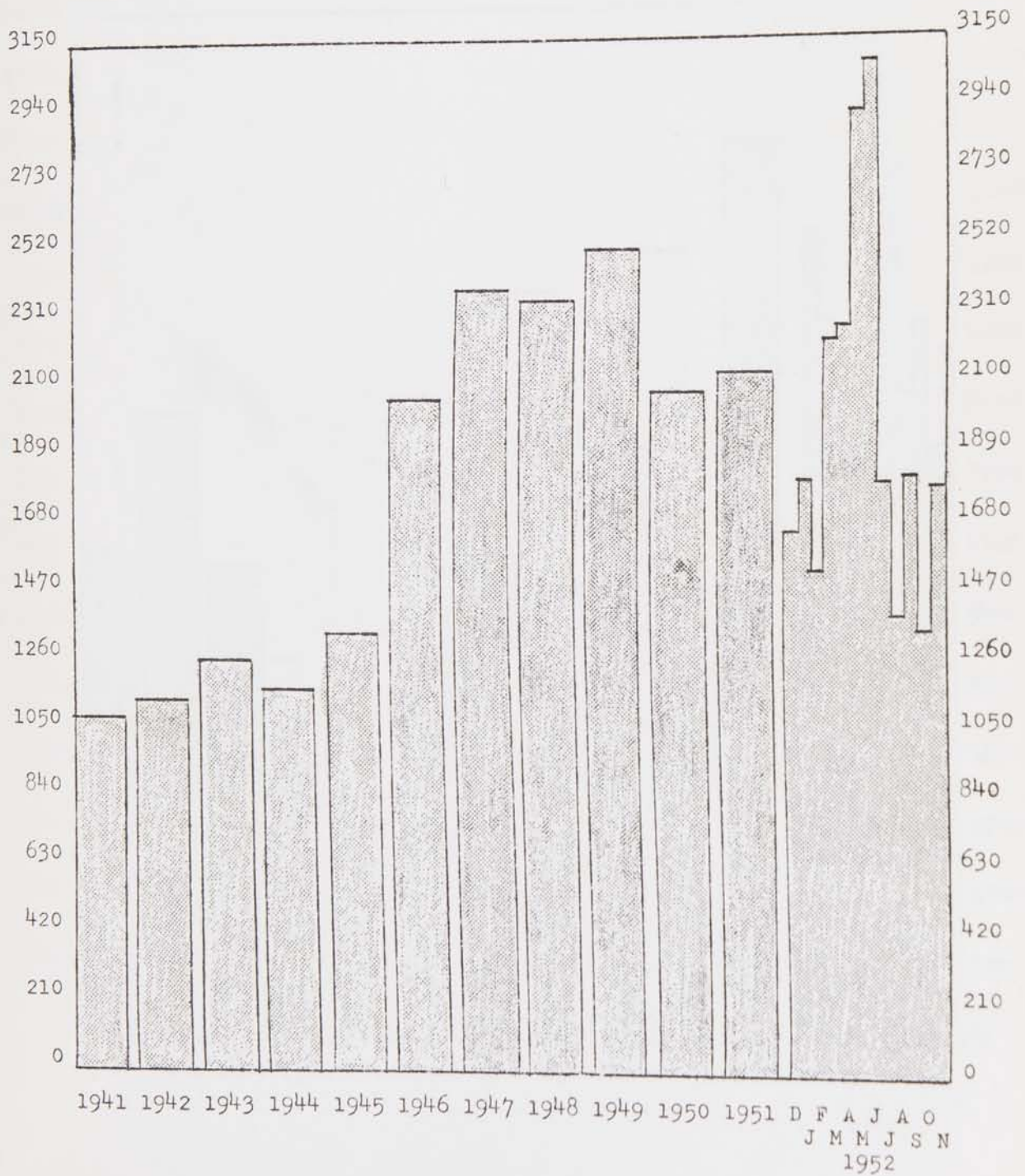
APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMON- WEALTH	562	452	4	4	117	165	57	21	11	2	156	22	109	53	145	1418	1161	2137	3298
CITIES	614	135	2	-	146	17	168	149	39	156	156	32	732	48	1686	1531	3543	2068	5611
TOWNS	82	6	-	-	18	1	14	1	6	33	15	4	235	40	98	186	468	271	739
WELFARE DISTRICTS	8	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	9	-	9
TOTALS	1266	593	6	4	281	183	239	171	56	191	328	58	1076	141	1929	3135	5181	4476	9657
GRAND TOTALS	1,859		10		464		410		247		386		1,217		5,064		9,657		

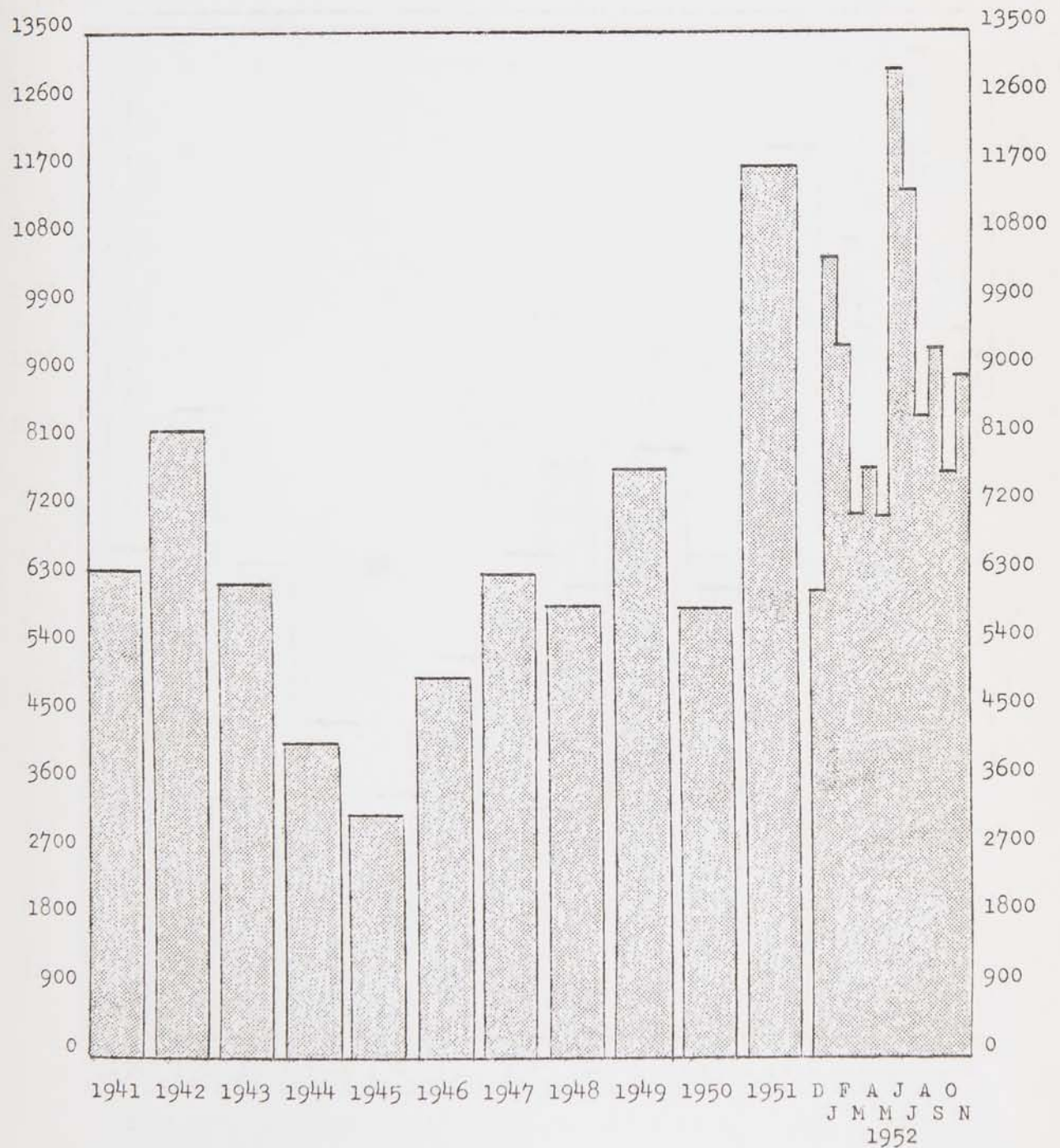
APPOINTMENTS BY CATEGORIES - THREE YEAR COMPARATIVE TABLE

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
YEAR	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
1952	1266	593	6	4	281	183	239	171	56	191	328	58	1076	141	1929	3135	5181	4476	9657
1951	1310	885	26	12	326	411	447	151	56	170	474	74	1677	289	2752	3577	7068	5569	12637
1950	854	332	15	7	491	201	261	287	104	226	340	80	1195	135	1206	2565	4466	3833	8299

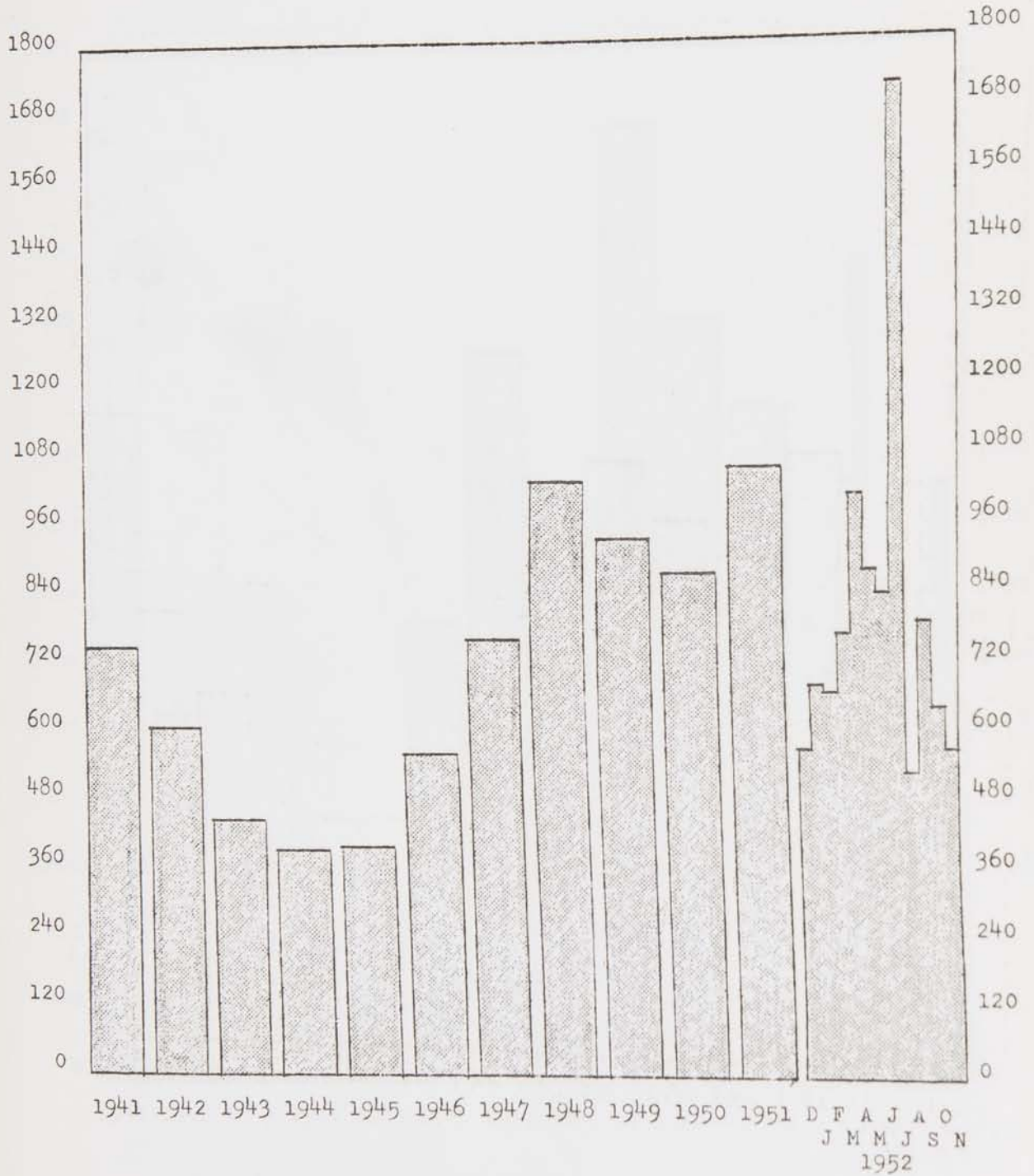
NUMBER OF REQUISITIONS RECEIVED
(per month)



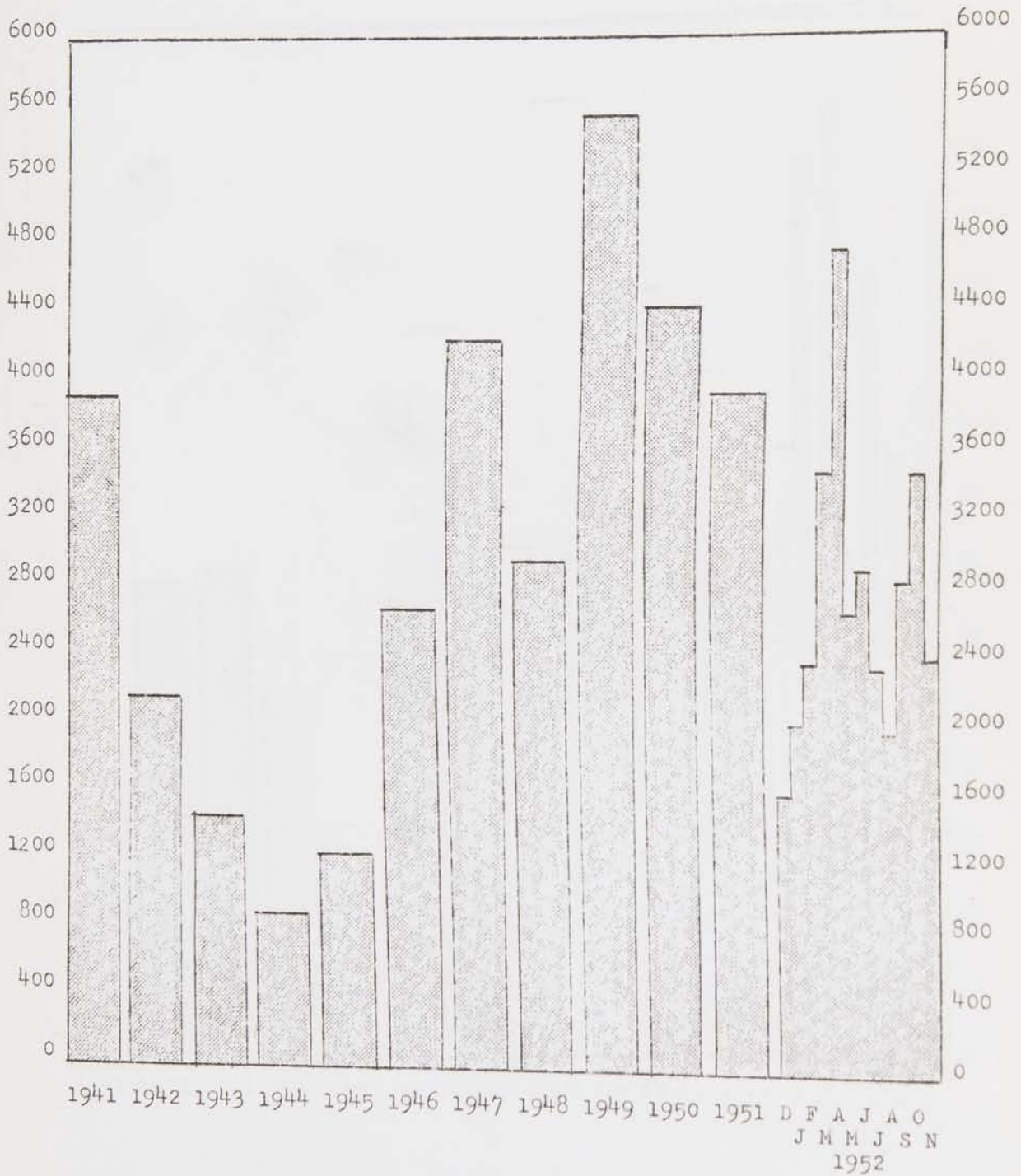
NUMBER OF PERSONS CERTIFIED
(per month)



NUMBER OF APPOINTMENTS
(per month)



NUMBER OF APPLICATIONS RECEIVED
(per month)



NUMBER OF EXAMINATIONS HELD
(per month)

